

Robert Wells, Ph.D., PAS

CURRICULUM VITAE

King Ranch Institute for Ranch Management
Kleberg Ag. 126A
Texas A&M University-Kingsville
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EDUCATION

2004	<u>Doctor of Philosophy:</u> Animal Science, University of Illinois, Champaign, IL
1996	<u>Master of Science:</u> Animal Science, Texas Tech University, Lubbock, TX
1993	<u>Bachelor of Science:</u> Double Major, Animal Science and Biology, Stephen F. Austin State University, Nacogdoches, TX

PROFESSIONAL EXPERIENCE

2024-Present	Professor of Practice (25% Teaching/75% Administration & Outreach)
2011-2025	Executive Director; Integrity Beef Alliance, LLC, Ardmore, OK
1994-1996	Graduate Research Assistant; Texas Tech University
2024-2024	Senior Regenerative Ranching Advisor 4; Noble Research Institute, Ardmore, OK
2021-2023	Regenerative Ranching Advisor 3; Noble Research Institute, Ardmore, OK
2015-2020	Livestock Consultant 3; Samuel Roberts Noble Foundation, Ardmore, OK
2010-2015	Livestock Consultant 2; Samuel Roberts Noble Foundation, Ardmore, OK
2007-2010	Livestock Consultant 1; Samuel Roberts Noble Foundation, Ardmore, OK
2005-2007	Livestock Specialist; Samuel Roberts Noble Foundation, Ardmore, OK
2004-2005	Operations Manager; Rio Grande Valley Livestock Show and Rodeo, Mercedes, TX
1996-2004	Beef Cattle Research Coordinator; University of Illinois
1994-1996	Graduate Research Assistant, Texas Tech University, Lubbock, TX

OTHER PROFESSIONAL AND INDUSTRY EXPERIENCE

2005-2024	Owner Wells Ranch; Ardmore, OK
2004-2005	Operations Manager; Rio Grande Valley Livestock Show and PRCA Rodeo, Mercedes, TX
2001-2004	Operations and Promotions Manager; Swinging Gate Rodeo Company, Champaign, IL
1993-1994	Veterinary Technician; Altas Palmas Veterinary Clinic, Harlingen, TX
1983-2004	Co-Owner; Wells Cattle Company/Wells Farms, Harlingen/La Paloma, TX
1990-1993	Manager; Shady Lane Ranch, Nacogdoches, TX

INTERNATIONAL EXPERIENCE

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| 2019 | Presentation for Italian Beefmaster Breeders United Organization, "Value and Implementation of Heterosis in commercial beef cattle operations" |
| 2019 | Consultation with Giulio Dedonatis, Dedonatis Ranch, Civitavecchia, Italy |

AREAS OF EXPERTISE

Beef cattle nutrition and management, whole ranch management, livestock production systems, pasture management, cattle genetics, herd health, beef quality assurance, beef production sustainability.

COURSES TAUGHT

Texas A&M University- Kingsville

- ANSC 5351 Advance Range Livestock Production

Texas Tech University:

- ANSCI 5311 Ruminant Nutrition Laboratory

University of Illinois:

- ANSCI 103 Animal Handling
- ANSCI 301 Beef Production
- ANSCI 403 Advanced Nutrition Laboratory Techniques

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- American Society of Animal Science (ASAS), 1994-Present
- ASAS Southern Section of Animal Science, 2004-Present
- American Registry of Professional Animal Scientists (ARPAS), 2010-Present
- ARPAS Southeast Chapter, 2011-Present
- Oklahoma Cattlemen's Association, 2005-Present
- National Cattlemen's Beef Association, 2005-Present
- Texas and Southwestern Cattle Raisers Association, 2005-Present
- American Quarter Horse Association, 2008-Present

LICENSES AND CERTIFICATIONS

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| 1998 | Beef Carcass Ultrasound Sonographer, Iowa State University Centralized Ultrasound Program (CUP) |
| 2005 | Oklahoma Department of Agriculture, Food and Forestry Private Chemical Applicators License |
| 2006 | Advanced Incident Management Level I-400, Oklahoma Department of Agriculture, Food and Forestry and USDA Veterinary Services. |
| 2006 | USDA QSA/PVP Trainer Certification, AgInfoLink |
| 2010 | Professional Animal Scientist, (PAS) American Registry of Professional Animal Scientists, |
| 2008 | USDA QSA/PVP Trainer Certification, MicroBeef Technologies, Inc. |
| 2008 | Beef Quality Assurance (BQA) Trainer, Oklahoma State University |
| 2009 | Masters of Beef Advocacy Certificate, National Cattlemen's Beef Association |

2012 Certificate in Advanced Ranch Management, Texas A&M-Kingsville, King Ranch Institute for Ranch Management

HONORS AND AWARDS

1996 Texas Tech Animal Science Graduate Student Group. Mr. Hustle Award
2009 Oklahoma Beef Council BQA Trainer of the Year Award
2016 Oklahoma Beef Council BQA Trainer of the Year Award
2019 National Cattlemen's Beef Association and BEEF Magazine Trail Blazer of the Year Award
2020 Notable Alumni for Stephen F. Austin State University, Arthur Temple College of Forestry and Agriculture

RESEARCH AND DEMONSTRATION PROJECTS

Research

- Wells, R. S., G. N. Hermesmeier, D. B. Faulkner, and T. G. Nash. 1998. Validation of Real-time Ultrasound Technology for the Use in Predicting Carcass Composition and Quality Measurements of Feedlot Steers. J. Anim. Sci. 76(Suppl.1): 256. Results were reported in the Journal of Animal Science, and at several extension field days.
- Wells, R. S. and R. L. Preston. 1998. Effects of Repeated Urea Dilution Measurement on Feedlot Performance and Consistency of Estimated Body Composition in Steers of Different Breed Types. J. Anim. Sci. 76:2799-2804. Results were reported in the Journal of Animal Science, and in an oral presentation at the Midwestern Section of Animal Science Meeting, March 2000, Des Moines, IA.
- Wells, R. S., D. B. Faulkner, and F. A. Ireland. 2000. Weaning Management Strategies for Steer Calves. J. Anim. Sci. 78:47. An oral presentation was presented at the Midwestern Section of Animal Science Meeting, March 2000, Des Moines, IA and at several extension field days.
- Wells, R. S., and D. B. Faulkner. 2003. Determination of a Name Brand Anthelmintic on Hind-Gut Digestibility of Feed in Ruminants. Researchers signed a non-disclosure agreement on the details of the research.
- Nichols, B. M., and R. S. Wells. 2008. Determining Wastage when Ground Feeding Soybean Hulls. J. Anim. Sci. 86(Suppl.3):4. An oral presentation was presented at the Southern Section of Animal Science Meeting, February 2009, Dallas, TX.
- Reuter, R. R., R. S. Wells and J. Blanton. 2011. Comparative Efficacy of Anthelmintic in Steers. An oral presentation was presented at the Southern Section of Animal Science Meeting, February 2012, Birmingham, AL.
- Wells, R. S., Whitely, E. 2016. Calf Consumption and Subsequent Pre- and Post-Weaning Performance when Fed a Salt Limited Dry Distillers Grains Meal Product.
- Wells, R.S., Interrante, C, Butler, T. 2021. Comparison of the GrowSafe GSB2, Walk-Over-Weighing System and Static Chute Weighing Systems for Accuracy, and Repeatability of Measures. In progress.

Demonstration

- Jr. Beef Program. 2005-2010. Coordinated steer validation for the program each fall. Collected, analyzed and presented the carcass data. Coordinated, and hosted the annual awards program and meeting.
- Integrity Beef, 2005-2010. Advisory group member. Developed cattle health protocol, bull and replacement female selection, analysis of production information. Conducted numerous producer meeting projects and presentations for the program.
- AgVenture, 2006-2010. Selection and planning committee member.
- Southern Plain Beef Symposium, 2005-2010. Committee member, responsible for development of the agenda, identified and secured the speakers and organized the logistics of the meeting and trade show. Typically, over 300 attendees annually.
- Youth Education and Outreach Committee, 2010. Committee member which developed all youth educational events and increasing the youth outreach of the NF Agriculture Division.

PUBLICATIONS

Thesis and Dissertation

Wells, R.S. 1996. Effects of Repeated Urea Dilution Measurement on Feedlot Performance and Consistency of Estimated Body Composition. M.S. Thesis. Texas Tech University, Lubbock, TX.

Wells, R.S. 2004. Programmed Feed Intake of High Energy Diets Influences Digestibility and Maintenance Requirements in Beef Cattle. Ph.D. Dissertation. University of Illinois, Champaign, IL.

Refereed Abstracts

1. Wells, R. S., R. L. Preston, and D. U. Thomson. 1996. Effects of Repeated Urea Dilution Measurement on Feedlot Performance. J. Anim. Sci. 74(Suppl.1):84.
2. Wells, R. S., G. N. Hermesmeier, D. B. Faulkner, and T. G. Nash. 1998. Validation of Real-time Ultrasound Technology for the Use in Predicting Carcass Composition and Quality Measurements of Feedlot Steers. J. Anim. Sci. 76(Suppl.1): 256.
3. Nichols, B. M., and R. S. Wells. 2008. Determining Wastage when Ground Feeding Soybean Hulls. J. Anim. Sci. 86(Suppl. 3):4.
4. Reuter, R. R., and R. S. Wells. 2012. Effect of Anthelmintic Formulations on FECR and ADG of Stocker Steers. J. Anim. Sci. 90(Suppl. 3):26.
5. Wells, R. S. and R. R. Reuter. 2013. Efficacy of Concurrent Use of Fenbendazole and Ivermectin versus Ivermectin Alone on Parasite Egg Count and Performance of Beef Steers. J. Anim. Sci. 91(Suppl. 3):19.
6. Wells, R. 2019. Integrity Beef Alliance I: Program Overview. J. Anim. Sci. 97(Suppl. 1):4.
7. Wells, R. 2019. Integrity Beef Alliance II: Production and Financial Data Analysis. J. Anim. Sci. 97(Suppl. 1):4.

Non-Refereed Abstracts

1. Wells, Robert and R. L. Preston. 1996. Effects of Repeated Urea Dilution Measurement on Feedlot Performance and Consistency of Estimated Body Composition of Steers of Different Breed Types. Texas Tech University Technical Report No. T-5-361. pg. 1.

Journals

1. Wells, R. S. and R. L. Preston. 1998. Effects of Repeated Urea Dilution Measurement on Feedlot Performance and Consistency of Estimated Body Composition in Steers of Different Breed Types. J. Anim. Sci. 76:2799-2804.
2. Wells, R., S. M. Interrante, S. S. Sakkuma, R. S. Walker, and T. J. Butler. Accuracy of the VYTELLE SENSE™ In-Pen Weighing Positions. J. Applied An. Sc. Vol. 337(5) pg. 626-625.

Industry Publications

1. Wells, Robert. 2005. Heterosis...Hype or Legit? Noble Research Institute Ag News and Views. 23(10):7.
2. Wells, Robert. November 10, 2005. What's the Hype About Heterosis? Thomas Oklahoma Tribune. pg. 6.
3. Wells, Robert. 2006. Top 10 Things You Can do to Make Calving Season Easier. Noble Research Institute Ag News and Views, 24(2):2.
4. Wells, Robert. March 2, 2006. Top 10 things You Can do to Make Calving Season Easier. The Midwest Cattleman pg. 33-36.
5. Wells, Robert. 2006. Why Test for Cattle Persistently Infected with Bovine Viral Diarrhea Virus? Noble Research Institute Ag News and Views, 24(6):4-5.
6. Wells, Robert. June 30, 2006. Why Test for Cattle Persistently Infected with Bovine Viral Diarrhea Virus? Ontario Cattleman's Association Weekly Update. Accessed on-line at: <http://www.cattle.guelph.on.ca/weekly-updates/Updates-2006/2006-06-30-wu.pdf>.
7. Wells, Robert. 2006. *It's Time to Consider Winter Feeding Strategies*. Noble Research Institute Ag News and Views.
8. Wells, Robert. July 2006. *Why Test for Cattle Persistently Infected with Bovine Viral Diarrhea virus?* Gulf Coast Cattleman, 72(5) pg. 18.
9. Wells, Robert. Nov. 2006. *It's time to consider winter feeding strategies*. Gulf Coast Cattleman. pg. 37.
10. Wells, Robert. 2007. *Preparing for Animal Emergencies*. Noble Research Institute Ag News and Views, 25(5):2.
11. Wells, Robert and James Rogers. 2007. *Rain Effects on Hay*. Noble Research Institute Ag News and Views, 25(9):4-5.
12. Wells, Robert. April 25, 2007. Heterosis...Hype or Legit? The Ohio State University Fairfield County Extension. Accessed on-line at: <http://beef.osu.edu/beef/beefApril25.html>.
13. Wells, Robert. April 26, 2007. Heterosis...Hype or Legit? Accessed at www.cattlenetwork.com.
14. Wells, Robert. May 2007. Heterosis...Hype or Legit? University of Kentucky Extension Service, Kentucky Beef Newsletter. Accessed on-line at: <http://www.uky.edu/Ag/AnimalSciences/beef/newsletter/May07OfftheHoof.pdf>

15. Wells, Robert. June 2007. Cow/Calf: Heterosis...Hype or Legit? June 2007 Murray Grey Newsletter. Accessed at:
<http://www.murraygreybeefcattle.com/MGNEWS/2007%20June.pdf>. pg. 5.
16. Wells, Robert. June 2007. Cow/Calf: Heterosis...Hype or Legit? Oklahoma State University Extension Ag Newsletter for Beaver County. Accessed on-line at:
<http://countyext.okstate.edu/beaver/My%20Web%20Sites/Ag%20Newsletter%20June%2007.pdf>.
17. Johnson, Jim and Robert Wells. 2007. Goats and Weed Control. Noble Research Institute Ag News and Views, 25(10):1-2.
18. Wells, Robert. 2008. Are Flies Bugging Your Cattle? Noble Research Institute Ag News and Views, 26(5):1.
19. Wells, Robert. Consider Fly Control Options. Beef. On-line version accessed on June 9, 2008 at: <http://beefmagazine.com/americancowman/health/0610-cattle-fly-control>.
20. Wells, Robert. June 10, 2009. Chute N Bull. My Country Tractor website. Accessed on-line on at: <http://mycountrytractor.blogspot.com/2009/06/chute-n-bull.html>.
21. Wells, Robert. June 11, 2008. Consider Fly Control Options. E-Trails. Texas Longhorn Association. Accessed on-line at: <http://www.tlbaa.org/E-Trails/issues/194/issue194article2.html>.
22. Wells, Robert. June 11, 2008. Consider Fly Control Options. American Cowman. On-line version accessed at <http://americancowman.com/health/0610cattle-fly-control/>
23. Rogers, James and Robert Wells. June 23, 2008. Be Aware of Rain Effects on Hay. Beef Magazine, Minneapolis, MN. On-line version accessed at:
<http://beefmagazine.com/americancowman/pasture-and-range/0623-rain-effects-hay>.
24. Wells, Robert. 2008. Interesting Times for cattle Economics. Noble Research Institute Ag News and Views, 26(9):1.
25. Wells, Robert. Accessed September 2, 2008. The Beef Cattle Business in 2008-In the Middle of a Paradigm Shift. Oklahoma Farm Report.
http://oklahomafarmreport.com/wire/cattlenews/00466_WellsNoble09022008_163438.php.
26. Wells, Robert. Accessed September 9, 2008. Interesting Times for Cattle Economics. SouthernLivestock.com.
http://www.southernlivestock.com/articles/production/interesting_times_in_cattle_production.5241.sls.
27. Wells, Robert. September 5, 2008. Interesting Times for Cattle Economics. Hereford eNews.
28. Wells, Robert. October 2008. Manage Cow Herd to Overcome High Input Costs. Accessed on CattleToday.com at: <http://www.cattletoday.com/archive/2008/October/CT1766.shtml>.
29. Wells, Robert. October 2008. Interesting Times for Cattle Economics. Gulf Coast Cattleman, 74(8): pg. 71.
30. Wells, Robert. Integrity Beef Program Weaning Protocol, Fall 2008. And revised annually.
31. Wells, Robert. Accessed on October 22, 2008 Interesting Times for Cattle Economics. The Ohio State University Fairfield County Extension Newsletter.
<http://beef.osu.edu/beef/beefOctr22.html>.
32. Wells, Robert. Accessed January 7, 2009. Take Care of Your Heifers and They'll Take Care of You. Ag Watch Network, <http://www.agwatchnetwork.com/newsView.cfm/uuid/B0F7B7C3-F7A7-D98C-E476BE51B7B50A3B/from/rss>.

33. Wells, Robert. 2009. Take Care of Your Heifers and They Will Take Care of You. Noble Research Institute Ag News and Views, 27(1):5.
34. Radke, Amanda, Wells, Robert. February 11, 2009. Calving Season Takes Off. Beef Daily. Accessed on-line at: <http://beefmagazine.com/blog/calving-season-takes>.
35. Wells, Robert. March 12, 2009. Consultant Offers Tips or Utilizing First-Calf Heifers. Weekly Livestock Reporter. pg. 16.
36. Wells, Robert. March 12, 2009. Consultant Offers Tips for Utilizing First-Calf Heifers. Southwest Farm Press. Vol 36, No. 8. pg. 20.
37. Wells, Robert. Accessed on April 2009. First Calf Heifers. Rice County, Kansas Extension Newsletter, <http://www.rice.ksu.edu/DesktopModules/ViewNewsletter.aspx?newsletterID=25441> pg. 5.
38. Wells, Robert. 2009. Trichomoniasis: *A New Look at an Old Disease*. Noble Research Institute Ag News and Views, 27(5):6.
39. Wells, Robert. Trichomoniasis: A New Look at an Old Disease. Beef Magazine, Minneapolis, MN. On-line version accessed on May 5, 2009. <http://beefmagazine.com/health/0505-trichomoniasis-disease/>
40. Wells, Robert. 2009. Become a Beef Advocate. Noble Research Institute Ag News and Views, 27(9):2.
41. Wells, Robert. Cattle Health: Trichomoniasis - A New Look at an Old Disease. Accessed at FlyControlCenter.com on May 8, 2009 at: https://www.flycontrolcenter.com/Storefront/scripts/Bayer_content.asp?contentid=502564.
42. Wells, Robert. June 15, 2009. Trichomoniasis: A New Look at an Old Disease. Land and Livestock Post. pg. 11.
43. Wells, Robert. July 2009. Are Flies Bugging your Cattle? New Mexico Stockman. Vol 75(7) pg. 60.
44. Wells, Robert. July 30, 2009. Are You and Your Cattle Bothered by Flies? British White Cattle Association of America Newsletter. Accessed on-line at: http://archive.aweber.com/britishwhite/14K6E/t/British_White_eNews_Are_You.htm.
45. Wells, Robert and J.C. Wright. Tips to Protect your Property and Cattle. Ag News AgriLife Extension, Texas A&M System. Vol 1/10 Issue 2. pg. 2.
46. Wells, Robert and Clay Wright. 2010. Tips to Protect Your Cattle and Property. Noble Research Institute Ag News and Views, 28(1):6.
47. Wells, Robert and J.C. Wright. Property Protection Plans for Practical Producers. Beef Magazine, Minneapolis, MN. On-line version accessed on January 6, 2010. <http://beefmagazine.com/pasture-range/0106-cattle-property-tips/>.
48. Wells, Robert. 2010. Fences Should Be More Than a Mental Barrier. Noble Research Institute Ag News and Views, 28(6):1-2.
49. Wells, Robert. 2010. Planning Your Winter Cattle Feeding Program for Profitability. Noble Research Institute News and Views, Vol 28(10):3.
50. Wells, Robert. Planning Your Winter Cattle Feeding Program for Profitability. Drovers, Vance Publishing, Lincolnshire, IL. On-line version accessed on November 22, 2010. http://www.cattlenetwork.com/Planning-Your-Winter-Cattle-Feeding-Program-For-Profitability/2010-11-05/Angus_Article.aspx?oid=1280271&fid=CN-CATTLE_BREEDS-ANGUS

- Wells, Robert. Planning Your Winter Cattle Feeding Program for Profitability. Red Angus Magazine, Vol 47(1): 66-68.
51. Wells, Robert and Dennis Hale. Fences Should Be More Than a Mental Barrier. Wilson County News, Floresville, TX. December 8, 2010.
 52. Wells, Robert. Fences Should Be More Than a Mental Barrier. Greenwood Project, Assessed on November 1, 2010 at: <http://greenwoodproject.com/2010/11/fences-should-be-more-than-a-mental-barrier/#comments>.
 53. Wells, Robert. Livestock Fences Should Be More Than a Mental Barrier. Assessed on Southern Livestock.com on July 9, 2010 at: http://www.southernlivestock.com/articles/pastures_and_forages/livestock_fences_should_be_more_than_a_mental_barrier.7205.sls.
 54. Wells, Robert. Postseason Breeding Bull Management. Noble Research Institute News and Views, Vol 29(5):3.
 55. Wells, Robert. Time to Get Bulls Ready for Next Year. The Land and Livestock Post, Bryan, TX. June 1, 2011, pg. 11.
 56. Wells, Robert. Take Care of Herd Bulls' Condition before Winter. The Land and Livestock Post, Bryan, TX. October 1, 2011, pg. 24-25.
 57. Wells, Robert (and Tommy Leyland). Chute N The Bull -- Livestock Fences Should be More Than a Mental Barrier. Accessed on-line on June 11, 2010 at: <http://mycountrytractor.blogspot.com/2010/06/chute-n-bull-6-2-10.html>.
 58. Wells, Robert. Cattle Update: Fences Should Be More Than a Mental Barrier. CattleNetwork, Vance Publishing, Lincolnshire, IL. On-line version accessed on June 14, 2010. <http://www.cattlenetwork.com/cattle-news/markets/cattle-update-fences-should-be-more-than-a-mental-barrier-114330409.html>.
 59. Wells, Robert. Fences Should Be More Than a Mental Barrier. Beef Magazine, Minneapolis, MN. On-line version accessed on June 28, 2010. <http://beefmagazine.com/sectors/cow-calf/0624-fences-make-good-neighbors/>
 60. Wells, Robert. Fences Should Be More Than a Mental Barrier. CattleNetwork, Vance Publishing, Lincolnshire, IL. On-line version accessed on June 28, 2010. http://www.cattlenetwork.com/Cattle-Update--Fences-Should-Be-More-Than-A-Mental-Barrier/2010-06-14/Article_CowCalf.aspx?oid=1114328&fid=CN-COW_CALF
 61. Wells, Robert (and Tommy Neyland). Chute N the Bull 1-21-11: Tips to Protect You Cattle and Property. Accessed on MyCountyTractor.blogspot.com on January 10, 2011 at: <http://mycountrytractor.blogspot.com/2011/01/chute-n-bull-1-21-11.html>.
 62. Wells, Robert and J.C. Wright. Tips to Protect your Property and Cattle. Angus Beef Bulletin accessed on January 20, 2010 at: http://www.angusbeefbulletin.com/extra/2010/01jan10/0110fp_theft.html.
 63. Wells, Robert. April 2010. Top 10 Things you can do to make calving season easier. Tennessee Cattle Business, pg. 14-15.
 64. Wells, Robert. June 15, 2010. Keep a First Aid Kit Handy for Horse Emergencies. Land and Livestock Post. Accessed on-line at: <http://www.landandlivestockpost.com/news/Keep-a-first-aid-kit-handy-for-horse-emergencies>.
 65. Wells, Robert. October 6, 2010. Tips for Livestock Fly Control. Flycontrolcenter.com. Accessed at:

- http://www.flycontrolcenter.com/Storefront/scripts/Bayer_content.asp?contentid=125583
6.
66. Wells, Robert and J.C. Wright. Ranchers Should Be Observant to Protect Property. Accessed at The Breeders Connection on October 18, 2010 at:
<http://www.bcsalering.com/archive/index.php/t-29130.html>.
 67. Wells, Robert and J.C. Wright. Cattle Rustling on Increase, Tips to Protect your Cattle and Property. SouthernLivestock.com accessed on October 19, 2010 at:
http://www.southernlivestock.com/articles/industry_news/cattle_rustling_on_increase_tips_to_help_protect_your_herd.7451.sls.
 68. Wells, Robert and J.C. Wright. Ranchers Should Be Observant to Protect Property. University of Nebraska Holt/Boyd Counties Extension Newsletter, accessed on November 25, 2010 at:
http://holt-boyd.unl.edu/c/document_library/get_file?uuid=60d01cd5-bae2-4864-abac-c7e6c881cf42&groupId=134878.
 69. Wells, Robert and J.C. Wright. Tips to Protect your Cattle and Property. Jerome, ID. Progressive Cattleman. December 2010, pg. 30.
 70. Wells, Robert and J.C. Wright. Chute N the Bull: Tips to Protect You Cattle and Property. Accessed at Leon County Today (on-line version) on December 28, 2010 at:
http://www.leoncountytoday.com/news/2010-12-28/Columns/Chute_n_the_Bull.html.
 71. Fitzgerald, Jackie, Wells, Robert. Accessed August 21, 2011. Flying Pest Tips. Rapid City Agriculture Industry Examiner. <http://www.examiner.com/agriculture-industry-in-rapid-city/flying-pest-control-tips>.
 72. Wells, Robert. Early Weaning During Drought Makes Sense. Noble Research Institute News and Views, Vol 29(8):3.
 73. Wells, Robert. Early Weaning During Drought Makes Sense. Vance Publishing, Lincolnshire, IL. On-line version accessed on August 4, 2011. <http://www.cattlenetwork.com/cattle-resources/cow-calf/Early-weaning-during-drought-makes-sense-126728123.html>.
 74. Wells, Robert. Early Weaning During Drought Makes Sense. Ganaderia Mexico, as accessed on August 7, 2011, <http://ganaderiamexico.blogspot.com/2011/08/destete-early-weaning-during-drought.html>.
 75. Wells, Robert. Determining the Value of Weathered Hay. Noble Research Institute News and Views, Vol 29(9):9.
 76. http://www.southernlivestock.com/articles/pastures_and_forages/tools_to_figure_actual_value_of_hay.8251.sls.
 77. Wells, Robert. Determining the Value of Weathered Hay. TSCRA News Update, Sept. 7, 2011, Accessed on September 7, 2011. http://tscra.org/news_blog/?p=4813.
 78. Wells, Robert. Determining the Value of Weathered Hay. Drovers e-newsletters, Sept. 8, 2011, Accessed on September 8, 2011, <http://www.cattlenetwork.com/e-newsletters/drovers-daily/Determining-the-value-of-weathered-hay-129401548.html>.
 79. Wells, Robert. Quick Clicks. eHay Weekly, September 20, 2011. Accessed on September 20, 2011.
 80. Wells, Robert. Tools to Figure Actual Value of Hay. Southern Livestock.com, Accessed on September 30, 2011, Wells Robert. Consider Waste When Factoring Cost of Hay. The Land and Livestock Post, Bryan, TX. October 1, 2011, pg. 11-12.
 81. Wells, Robert. Hay Feeder Design Can Reduce Hay Waste and Cost. Noble Research Institute News and Views, Vol 29(10):7.

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83. Wells, Robert. New Hay Feeder. On-line version accessed on October 29, 2011, http://www.farmingnewsdaily.co.uk/news/261011/new_hay_feeder_0.aspx.
84. Wells, Robert. Determining the Value of Weathered Hay. North Carolina State University Cooperative Extension Dublin County Newsletter. On-line version accessed on January 27, 2012, <http://duplin.ces.ncsu.edu/index.php?page=news&ci=AGRI+51>
85. Wells, Robert. Are Flies Bugging your Cattle? New Mexico Stockman. Vol 75(7) pg. 60.
86. Rogers, James and Robert Wells. Accessed January 27, 2012. Rain Effects on Hay. RanchandFarmWorld.com. http://www.ranchandfarmworld.com/resource_article.aspx?from=articles&type=article&publishid=MTA1Nw&artid=MTQzNA&key=&title=UmFpbiBFZmZlY3RzIG9uIEhheQ.
87. Johnson, Jim and Robert Wells. Accessed January 27, 2012. Goats and Weed Control. RanchandFarmWorld.com. http://www.ranchandfarmworld.com/resource_article.aspx?from=articles&type=article&publishid=MTA1Ng&artid=MTQzMA&key=&title=R29hdHMgYW5kIFdlZWQgQ29udHJvbA.
88. Wells, Robert. You Cannot Starve a Profit into a Cow. Noble Research Institute News and Views, Vol 30(2):5.
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231. Wells, Robert. Grazing Native Grass Pastures is More Economical Than Feeding Hay to Cows in Winter. The Stock Exchange. Assessed on October 22, 2019 at: <http://tsenews.net/grazing-native-grass-pastures-is-more-economical-than-feeding-hay-to-cows-in-winter/>.
232. Wells, Robert. Do you Posses the 8 Characteristics of an Intentional Beef Producer? Noble Research Institute News and Views, Vol 38(1) pg.
233. Wells, Robert. Noble's Robert Wells Offers the Traits of a Successful Cow Calf Producer. Oklahoma Farm Report. Assessed on January 1, 2020 at: http://oklahomafarmreport.com/wire/news/2020/02/00192_RobertWellsIntentionalTraits02012020_204727.php#.X9vDy9hKiUk.
234. Wells, Robert. Do You Possess the Characteristics of an Intentional Beef Producer? Western Livestock Journal. Assessed on January 24, 2020 at: https://www.wlj.net/top_headlines/do-you-possess-the-characteristics-of-an-intentional-beef-producer/article_5bc66496-3ef4-11ea-b929-affa0218f74a.html.
235. Wells, Robert. Do You Possess the Characteristics of an Intentional Beef Producer? Ranchers Edge. Assessed on February 1, 2020 at: <https://1ranchersedge.wordpress.com/2020/02/01/do-you-possess-the-characteristics-of-an-intentional-beef-producer/>.
236. Wells, Robert. Do you Posses the 8 Characteristics of an Intentional Beef Producer? Cow Country. February 2020, Pg. 24.
237. Wells, Robert. Do You Possess the 8 Characteristics of an Intentional Beef Producer? Progressive Cattle. February 2020, Issue 2, pg. 22-23.
238. Wells, Robert. Do you Posses the 8 Characteristics of an Intentional Beef Producer? The Stock Exchange. Assessed on February 5, 2020 at: <http://tsenews.net/do-you-possess-the-8-characteristics-of-an-intentional-beef-producer/>.
239. Wells, Robert. Don't Let Your Cows Eat the Profit. Noble Research Institute News and Views, Vol 38(3).
240. Wells, Robert. Don't Let Your Cows Eat the Profit. The Stock Exchange. Assessed on March 18, 2020 at: <http://tsenews.net/dont-let-your-cows-eat-the-profit/>.
241. Wells, Robert. Don't Let Your Cows Eat the Profit: Develop a Feed Strategy. Western Livestock Journal. March 26, 2020 assessed at: https://www.wlj.net/top_headlines/don-t-let-your-cows-eat-the-profit/article_6f053a26-5f30-11ea-9fa8-d3beff89291e.html.
242. Wells, Robert. Livestock Consultant says Don't Let Your Cows Eat the Profit. Oklahoma Farm Report. Assessed on April 6, 2020 at: http://www.oklahomafarmreport.com/wire/news/2020/04/00005_Cowseatprofits04062020_115958.php#.X9vG6NhKiUk.
243. Wells, Robert. Don't Let Your Cows Eat the Profit. Cow Country. April 2020, Pg. 26.
244. Wells, Robert. Plan Your Winter Cattle Feeding Program and Save Money. Noble Research Institute News and Views, Vol 38(10).

245. Wells, Robert. Grazing Native Grass Pastures is More Economical Than Feeding Hay to Cows in Winter. Oklahoma's Farm News Update. Assessed on October 17, 2019 at: http://www.oklahomafarmreport.com/wire/news/2019/10/04739_NobleHayFeeding10162019_172716.php#.XbHKQOhKiUl.
246. Wells, Robert. Don't Let Your Cows Eat the Profit: Develop a Feed Strategy. Western Livestock Journal. March 26, 2020 assessed at: https://www.wlj.net/top_headlines/don-t-let-your-cows-eat-the-profit/article_6f053a26-5f30-11ea-9fa8-d3beff89291e.html.
247. Wells, Robert. Are Flies Bugging Your Cows? Accessed on April 9, 2020 on BEEF Magazine website at: https://www.beefmagazine.com/parasites/are-flies-bugging-your-cows?NL=BEEF-02&Issue=BEEF-02_20200409_BEEF-02_77&sfvc4enews=42&cl=article_5_b&utm_rid=CPG02000000659678&utm_campaign=48315&utm_medium=email&elq2=0a5c5ac731ce43ec96450e9fb8ba211f.
248. Wells, Robert. Considerations Before Building a Cattle Handling Facility: Ensure Safety, Ease. April 20, 2020 assessed at: https://www.wlj.net/top_headlines/considerations-before-building-a-cattle-handling-facility/article_11254bbc-1c3c-11ea-be24-939cd3054134.html.
249. Wells, Robert and D. Ford. Ask the Consultant: Make Confident Decisions Faster with Ag Tools App. Progressive Cattleman. June 2020 Issue 6, pg. 18.
250. Wells, Robert. What is Your Feed Tag Telling You? Oklahoma Farm & Ranch. Sept. 2020. Vol 5 Issue 9, pg. 8.
251. Wells, Robert. Noble Research Institute Offers Tips to Consider When Analyzing the Quality of Your Hay After Rainfall. Accessed on September 25, 2020 on http://oklahomafarmreport.com/wire/news/2019/07/04239_HayQualityArticleNoble07052019_112445.php#.X24zVmhKiUk.
252. Wells, Robert. Don't Let Your Cows Eat the Profit. Progressive Cattle. January 2021, Issue 1 pg. 14-15.
253. Wells, Robert. Do You Possess the 8 Characteristics of an Intentional Beef Producer? Progressive Cattle. February 2021, Issue 2, pg. 22-23.
254. Wells, Robert. Herd Health is Foundational to the Ranching Business. Progressive Cattle. August 2021, Issue 8, pg. 32-33.
255. Wells, Robert. Ask the Consultant: Top 10 Factors to Consider in Building Your Working Facilities. Assessed on March 3, 2022 on Progressive Cattle Magazine Website at: <https://www.progressivecattle.com/topics/facilities-equipment/ask-the-consultant-top-10-factors-to-consider-in-building-your-working-facilities>
256. Wells, Robert. Ranching: A Business Within the Lifestyle You Enjoy. Assessed on May 8, 2024 on Drovers Magazine Website at: <https://www.drovers.com/news/beef-production/ranching-business-within-lifestyle-you-enjoy>.

PRESENTATIONS AND LECTURES

1. "What does the 'Right Size' Steer Look Like" presented at the University of Illinois Extension program, Perry, IL in September 1996.
2. "Moderating Frame Size in the Midwestern Cattle Herd" presented at the University of Illinois Extension program, St. Jo, IL in 1996.
3. "Ultrasound Technology and how it applies to the Cow/Calf Producer" presented at the University of Illinois Beef 2000 Program, Champaign, IL in 1997.

4. "Report of Findings of Validation of Real-Time Ultrasound Technology for the Use in Predicting Carcass Composition and Quality Measurements of Feedlot Steers" presented at the University of Illinois Beef 2000 Program, Champaign, IL in 1998.
5. "Using Ultrasound as a Prediction Tool for Beef Cattle Producers" presented at the University of Illinois Beef 2000 Program, Champaign, IL in 1999.
6. "Bred Cow Nutrition for the Winter" presented to the John Wood Community College Beef Production Class, Perry, IL, in 2001.
7. "Economics of Early Weaning Programs" presented to the John Wood Community College Ag Management Class, Perry, IL, in 2002.
8. "Demonstration of Individual Animal ID Technology" presented at Southern Plains Beef Symposium, Ardmore, OK on August 2006.
9. "Using EPD's for Bull Selection" presented at the North Texas Cattle Conference, McKinney, TX on October 20, 2006 (34 respondents) 97.1% very satisfied or satisfied.
10. "NAIS Update" presented at the Cleveland County Extension Cross Roads Ranching Program, Norman, OK, in 2006.
11. "Restocking After the Drought" presented at the Young County Extension Meeting, Graford, TX, in March 2007.
12. "PVP Programs and How Do They Fit into Your Operation" presented at the Jack County Rancher's Roundup, Jacksboro, TX in July 2007.
13. "Demonstration of Individual Animal ID Technology" presented at Southern Plains Beef Symposium, Ardmore, OK on August 2007.
14. "Economic Issues of Herd Management" presented at the NF1 cooperator meeting, Duncan, OK. October 2007.
15. "Animal Electronic ID (NAIS) Update" presented at NF Livestock School, Ardmore, OK October 2007.
16. "Herd Health and Weaning Management" presented at the NF1 Integrity Beef Producer Meeting, Anadarko, TX on November 1, 2007.
17. "Bull and Cow Selection" presented at the NF1 Integrity Beef Producer Meeting, Anadarko, TX on November 2007.
18. "BQA and Herd Health Program" presented at NF1 cooperator meeting, Ardmore, OK November 2007.
19. "Feeding By-product Feeds on the Ground" presented the Cameron University Fall Cattlemen's Conference, Lawton, OK in November 2007.
20. "Vaccination Strategies and Record Keeping" presented at the Integrity Beef Training workshop, Ardmore, OK on March 2008.
21. "Managing the High Cost of Feed" presented at the Jack County Rancher's Roundup, Jacksboro, TX in April 2008.
22. "Care and Husbandry Practices for Beef Cattle" presented at the Oklahoma State University Extension Train-the-Trainer Meeting, Stillwater, OK in May 2008.
23. "Hands on BQA Procedures Demonstration" presented at South Campsey Cattle Company BQA Field Day, Jacksboro, TX, in May 2008.

24. "Vaccinations, Record Keeping, Dehorning and Castration Practices" presented at South Campsey Cattle Company BQA Field Day, Jacksboro, TX, in May 2008.
25. "Processing and Treating of Receiving Cattle" presented at the Oklahoma BQA Field Day, Marietta, OK, in June 2008.
26. "BQA Program: Animal Care and Husbandry" presented at Oklahoma Cattlemen's Association Annual Convention, Cattlemen's College, Oklahoma City in July 2008
27. "History of BQA Programs" presented at the Carter County/SE Extension District BQA Program, Ardmore, OK in July 2008.
28. "Care and Husbandry Practices for Beef Cattle" presented at the Carter County/SE Extension District BQA Program, Ardmore, OK in July 2008.
29. "Fall Cattle Management Considerations" presented at the Carbon Credit Meeting, Ardmore, OK in October 2008.
30. "Forage Nutritional Value" presented at the Jack County Rancher's Roundup, Jacksboro, TX in March 2009.
31. "Total Herd Health Basics" presented at the Basic Livestock School, Ardmore, OK in April 2009.
32. "BQA: What, Why and Records" presented at the 24th Annual Texoma Agricultural Seminar, Henrietta, TX in April 2009.
33. "Ranch Tour: Circle D Ranch" presented at the Basic Livestock School, Ardmore, OK in April 2009.
34. "Total Herd Health for Texas BQA Producers" presented at South Campsey Cattle Company BQA Field Day, Jacksboro, TX, in May.
35. "Hands on BQA Procedures Demonstration" presented at South Campsey Cattle Company BQA Field Day, Jacksboro, TX, in May 2009.
36. "Oklahoma Beef Quality Assurance Program Certification" presented at the Oklahoma Cattlemen's Association, Cattlemen's Leadership Academy Class, Amarillo, TX in August 2009.
37. "Proper Weaning Management Strategies to Ensure Maximum Value" presented at NF Weaning Management and Stocker Receiving Seminar, Oswalt Ranch, OK on September 17, 2009.
38. "Beef Quality Assurance Program: History" presented at Oklahoma Beef Council BQA meeting at Overbrook, OK on October 12, 2009.
39. "Beef Quality Assurance Program: Nutritional Management" presented at Oklahoma Beef Council BQA meeting at Overbrook, OK on October 12, 2009.
40. "Beef Quality Assurance Program: Record Keeping" presented at Oklahoma Beef Council BQA meeting at Overbrook, OK on October 12, 2009.
41. "Beef Quality Assurance Program: Processing and Treatments" presented at Oklahoma Beef Council BQA meeting at Kingfisher, OK on October 13, 2009.
42. "Beef Quality Assurance Program: Processing and Treatments" presented at Oklahoma Beef Council BQA meeting at Dewey, OK on October 14, 2009.

43. "2009 Cattlemen's Leadership Academy Class Wrap-up and Summary" presented at the Oklahoma Cattlemen's Association Board Meeting Luncheon, Oklahoma City, OK on February 9, 2010.
44. "Understanding and Using EPD's" presented at NF Bull Selection Workshop, Ardmore, OK on February 11, 2010.
45. "Ranch Record Keeping" presented at Oklahoma Beef Council BQA training, Ardmore, OK, in March 2010.
46. "Biosafety, Animal Care and Handling" presented at Oklahoma Beef Council BQA training, Ardmore, OK, in March 2010.
47. "Processing and Treatments" presented at Oklahoma Beef Council BQA training, Ardmore, OK, in March 2010.
48. "Beef Quality Assurance History" presented at Oklahoma Beef Council BQA training, Ardmore, OK, in March 2010.
49. "Understanding and Using EPD's" presented at NF Bull Selection School, Ardmore, OK, in March 2010.
50. "Considerations Related to Owning and Caring for Livestock" presented at the BasicAg seminar, Sanger, TX, April 2010.
51. "Considerations Related to Owning and Caring for Livestock" presented at the BasicAg seminar, Moore, OK, in April 2010.
52. "Cow Weighing and BCS Demonstration" presented during Basic Cattle School at Noble Research Institute, Ardmore, OK in May 2010
53. "Cattle Herd Health" presented during Basic Cattle School at Noble Research Institute, Ardmore, OK in May 2010.
54. "Best Management Practices and Calving Management" presented during Basic Cattle School at Noble Research Institute, Ardmore, OK in May 2010.
55. "Auction Video Demonstration and Discussion" presented during Basic Cattle School at Noble Research Institute, Ardmore, OK in May 2010.
56. "Weaned Calf Management" presented during BasicAg Fall Cattle Management Seminar, Sherman, TX, in August 2010.
57. "Weaned Calf Management" presented during BasicAg Fall Cattle Management Seminar, Wayne, OK, in August 2010.
58. "Beef Quality Assurance Program: Program Review and Wrap-up" presented at Oklahoma Beef Council BQA meeting at Anadarko, OK on September 8, 2010.
59. "Beef Quality Assurance Program: Carcass Quality" presented at Oklahoma Beef Council BQA meeting at Chickasha, OK on September 8, 2010.
60. "Beef Quality Assurance Program: Program Review and Wrap-up" presented at Oklahoma Beef Council BQA meeting at McAlister, OK on September 15, 2010.
61. "Beef Quality Assurance Program: Carcass Quality" presented at Oklahoma Beef Council BQA meeting at Wilburton, OK on September 15, 2010.
62. "Winter Pasture Supplementation" presented during the NF Grazing Workshop, Ardmore, OK, on September 28, 2010.

63. "External Parasite Control on Cattle/Anaplasmosis Update" Presented at 2010 Northeast Texas Farm and Ranch Pesticide Applicator Clinic on December 14, 2010.
64. "Understanding and Using EPD's" presented during the NF Bull Selection Workshop, Ardmore, OK, on February 24, 2011 (30 respondents) 93.1% very satisfied or satisfied.
65. "BQA/Ranch Record Keeping" presented during the NF/Oklahoma Beef Council BQA Certification Training Program, Ardmore, OK on March 31, 2011.
66. "Cattle Processing and Treatment" presented during the NF/Oklahoma Beef Council BQA Certification Training Program, Ardmore, OK on March 31, 2011.
67. "Care and Husbandry Practices for Cattle" presented during the NF/Oklahoma Beef Council BQA Certification Training Program, Ardmore, OK on March 31, 2011.
68. "How to Fine Tune EPD's" presented at the NF Advanced Cattle School, Ardmore, OK on May 10, 2011.
69. "Establishing an Effective Herd Health Program" presented at the American-International Charolais Association meeting, Ardmore, OK on July 14, 2011.
70. "Pasture to Plate, What is the End Game? Targeting the Bull for the Market" presented at the American-International Charolais Association meeting, Ardmore, OK on July 14, 2011.
71. "Hay Waste Management" presented at the 2011 Fall Cattle Management Workshop, Ardmore, OK on September 8, 2011.
72. "Horse Fencing and Structures" presented at the NF/OSU Basic Ag Field Day, Oklahoma City, OK on October 21, 2011.
73. "Internal Parasite Control" Presented at 2011 North Texas Cattleman's Conference, McKinney, TX on November 4, 2011.
74. "Stretching Limited Forage Supplies" Presented at Texas AgriLife Extension Service Drought Program in Paris, TX on November 28, 2011.
75. "Internal Parasite Control" Presented at 2011 Chemical Handler Recertification Program in Denton, TX on December 2, 2011.
76. "Understanding and Using EPD's" presented to the Spring Cattle Workshop, Ardmore, OK on February 23, 2012.
77. "BQA Nutrition" presented at the BQA Seminar, Ardmore, OK on March 29, 2012.
78. "Care and Husbandry Practices" presented at the BQA Seminar, Ardmore, OK on March 29, 2012.
79. "Integrity Beef Program" presented at the Oklahoma Farm Bureau Commodity Tour, Marietta, OK on April 10, 2012.
80. "Livestock Herd Health Programs and Things You Should Know" Presented at the Texas and Southwestern Cattle Raisers Association Ranching 101 program on April 17, 2012 (25 attendees) 100% very satisfied
81. "Facility Use and Design" Presented at the Texas and Southwestern Cattle Raisers Association Ranching 101 program on April 17, 2012.
82. "Animal Behavior and Handling" Presented at the Texas and Southwestern Cattle Raisers Association Ranching 101 program on April 17, 2012.
83. "Cattle Management and Range Nutrition" presented at the South Campsey Cattle Company Grazing Workshop, Jacksboro, TX on September 18, 2012.

84. "The Value of Known Bull Genetics" presented at the Arkansas Farm Bureau Young Farmers Convention in Little Rock, AR in February 2013 (over 300 hundred in attendance).
85. "Receiving Purchased Animals" presented at the Spring Cattle Workshop, Ardmore, OK on February 21, 2013.
86. "Record Keeping practices to be compliant with BQA standards" presented at the BQA Seminar, Ardmore, OK on March 28, 2013.
87. "BQA Nutrition" presented at the BQA Seminar, Ardmore, OK on March 28, 2013.
88. "Care and Husbandry Practices for BQA" presented at the BQA Seminar, Ardmore, OK on March 28, 2013.
89. "BQA Carcass Composition and Quality" presented at the BQA Seminar, Ardmore, OK on March 28, 2013.
90. "Forage Requirements for Cattle and Bull Genetics" presented at the American-International Charolais Association Annual Show and Convention in Texarkana, AR in July 2013.
91. "The Integrity Beef Alliance" presented at the Texas AgriLife County Educator Tour, Ardmore, OK on August 27, 2013.
92. "Cost Analysis of Alternative Feed for Winter Supplementation" presented at the Fall Cattle Seminar, Ardmore, OK on September 5, 2013.
93. "Determining the Most Limiting Feed Nutrient and Estimating Feeding Costs Based on Forage Analysis" Presented at the Texas and Southwestern Cattle Raisers Association Ranching 101 program on September 17, 2013.
94. "Cost Analysis of Alternative Feed for Winter Supplementation" Presented at the North Texas section of the Texas and Southwestern Cattle Raisers Association Fall Program on September 19, 2013.
95. "Small Landholder Considerations for Raising Cattle" presented at the
96. Texas AgriLife Extension Small Land Owners meeting series, (November 12, 2013).
97. "The Cattle Industry-The Rest of the Story" presented at Cooke County Beef Cattle Improvement Association Annual Meeting and Banquet, (August 11, 2014).
98. "Cost Analysis of Alternative Feed for Winter Supplementation" presented at the Fall Cattle Seminar, Ardmore, OK on August 26, 2014.
99. "The Future Hurdles of the Cattle Industry" presented at the Dallas County Ag Club. (September 8, 2014).
100. "Are You Leaving a Legacy or A Burden?" Presented at the TSCRA Annual Convention, Ft. Worth, TX on March 31, 2017.
101. "What is the Economic Benefit of Using an AI program in My Cow Herd?" Presented at Stephen F. Austin State University Beef Cattle Field Day, Nacogdoches, TX on April 7, 2017.
102. "Beef Cattle Genetics and EPD's." Presented at the TSCRA Ranching 101 School, Ft. Worth, TX on July 18, 2017.
103. "Integrity Beef Orientation." Presented at Orientation to Integrity Beef Alliance meeting, Ardmore, OK on August 7, 2017.
104. "Increasing Ranch Revenue Through Value Added Calf Programs." Presented at East Texas Farm and Ranch Club in Lindale, TX. On August 17, 2017.

105. "System Approach to Livestock Grazing Management." Presented at the NRCS WELP School on September 20, 2017.
106. "Utilizing Heterosis...Planned Crossbreeding for Profit." Presented at Red River Cattlemen's Field Day, Athens, TX on September 30, 2017.
107. "System Approach to Livestock Grazing Management." Presented at the Texas Section for the Society of Range Management on October 11, 2017.
108. "Integrity Beef Alliance and Heifer Development." Presented at Fall Beef Cattle Management Program, Gainesville, TX on October 12, 2017.
109. "Creating Value-Added Feeder Cattle". Presented at 2017 Beef Producers Seminar, Stanberry, MO. October 24, 2017.
110. "Cattle Herd Health and Vaccination Protocols for Central Texas" presented at the Comanche Cow-Calf Clinic, Comanche Texas on November 6, 2014. (45 people in attendance).
111. "A Systematic Approach to Create Value-Added Feeder Cattle and Replacement Quality Females." Presented at Beef Producers Seminar and Trade Show, Stanberry, MO on November 9, 2017.
112. "Winter Feeding Strategies." Presented at Texas Agrilife Extension program, Bowie, TX on November 16, 2017.
113. "A Systematic Approach to Create Value-Added Feeder Cattle and Replacement Quality Females." Presented at Beef Producers Seminar and Trade Show, Stanberry, MO on November 9, 2017.
114. "Integrity Beef Alliance" Presented at Cattle Profitability Conference, Easter Oklahoma State College, Wilburton, OK on December 2, 2017.
115. "Keep or Cull Added Value Strategies." NE Texas Cattleman's Conference. Quitman, TX. 140 attendees. January 2018.
116. "Applied Systems Management for Cattle Gazing." at the National Society of Range Management Annual Meeting. January 2018
117. "Systems Approach to Grazing Livestock." Society for Range Management Annual Meeting. Reno, NV. 150 attendees. January 2018.
118. "Common Cattle Health Issues." NE Texas Cattleman's Conference. Quitman, TX. 140 attendees. January 2018.
119. "Flash Talk: Integrity Beef Program." February 2018. National Cattlemen's Beef Association. Phoenix, AZ. 20 attendees.
120. "Cattle Genetics and Selection." February 2018. TSCRA Ranching 101. Ft. Worth, TX. 85 attendees.
121. "Value of Synchronizing a Cow Herd." 02/23/2018. Beef Cattle Reproduction Workshop. Marietta, OK. Noble Research Institute. 33 attendees.
122. "Understanding Differences of Beef Cattle Breeds", Texas and Southwestern Cattle Raisers Association, March 2018.
123. "Applied Systems Grazing Management", King Ranch Institute for Ranch Management, March 2018.
124. "Genetic Selection and use of EPD's, DNA and performance data", Texas Southwestern Cattlemen's Association. March 2018.

125. "Beef Quality Assurance", Noble Research Institute. Ardmore, OK. March 2018
126. "Safety in Ag Operations", Lawn and Power Equipment, Noble Research Institute. Ardmore, OK. March 2018.
127. "Integrity Beef Cow Herd management of the Noble Research Institute", Louisiana Farm Bureau Tour at Noble. March 2018.
128. "Breed Characteristics: An Overview and Crossbreeding Programs." March 2018. TSCRA Annual Convention, Ft. Worth, TX. 125 attendees.
129. "Sustainability: A Key Factor for Livestock Production into the Future." March 03, 2018. National Block and Bridle Convention. Orlando, FL. 250 attendees.
130. "Lawnmower Safety." March 07, 2018. Noble Research Institute, Ag Safety Day. Ardmore, OK. 150 attendees.
131. "BQA: Mission, BQU History and Quality Audits." March 08, 2018. Noble Research Institute, Ardmore, OK. 16 attendees.
132. "BQA: Carcass Composition and Quality." March 08, 2018. Noble Research Institute, Ardmore, OK. 16 attendees.
133. "BQA: Nutrition and Feedstuffs." March 08, 2018. Noble Research Institute, Ardmore, OK. 16 attendees.
134. "BQA: Record Keeping." March 08, 2018. Noble Research Institute, Ardmore, OK. 16 attendees.
135. "Systems Approach to Grazing Livestock." March 14, 2018. King Ranch Institute for Ranch Management, Grazing School. Ardmore, OK. 50 attendees.
136. "Louisiana Farm Bureau Tour: Integrity Beef Alliance." March 26, 2018. Integrity Beef Alliance. Marietta, OK. 55 attendees.
137. "Integrity Beef Alliance, 2018 Protocols." March 28, 2018. Integrity Beef Alliance Winter Meeting, Ardmore, OK. 74 attendees.
138. "Utilizing EPD's" presented at the Beefmasters Breeders United Annual meeting, April 2018.
139. "Introduction to Integrity Beef Alliance", Orientation Meeting, Noble Research Institute. May 2018.
140. "Advanced Beef Quality Assurance", Noble Research Institute. Ardmore, OK. May 2018
141. "Integrity Beef Alliance", Texoma Cattlemen's Conference June 2018
142. "Calf Pricing and Marketing Strategies", Noble Research Institute. Ardmore, OK. June 2018.
143. "Systems Management-Working Effectively with Livestock Producers", USDA Natural Resource Conservation Service Train-the Trainer, Noble Research Institute. Ardmore, OK. June 2018.
144. "Integrity Beef Alliance program protocol and performance analysis", Noble Research Institute. Ardmore, OK. August 2018.
145. "Beef Cattle Enterprise Overview", Noble Research Institute. Ardmore, OK. August 2018
146. "Winter Cow Supplementation and Weaning Strategies." Presented at the Fall Cattle Seminar, Ardmore, OK on August 20, 2018.
147. "Overview of the Integrity Beef Alliance", Montague County Texas Agrilife, August 2018
148. "Applied Systems Grazing Management" USDA Natural Resource Conservation Service Train-the Trainer, September 2018
149. "Integrity Beef Alliance Orientation" Noble Research Institute. Ardmore, OK. September 2018.

150. "Utilization of Bermudagrasses to Meet Cow Nutrient Requirements", Panola County Texas Agrilife, March 2019.
151. "Beef Quality Assurance", Noble Research Institute. March 2019.
152. "Safety in Ag Operations", Lawn and Power Equipment, Noble Research Institute. March 2019.
153. "Managing for a Healthy Herd", Noble Research Institute. Ardmore, OK. April 2019.
154. "Introduction to Integrity Beef Alliance", Orientation Meeting, Noble Research Institute. Ardmore, OK. May 2019.
155. "Systems Management-Working Effectively with Livestock Producers", USDA Natural Resource Conservation Service Train-the Trainer, Noble Research Institute. Ardmore, OK. June 2019.
156. "Systems Management-Working Effectively with Livestock Producers", USDA Natural Resource Conservation Service Train-the Trainer, Noble Research Institute. Ardmore, OK. July 2019.
157. "Noble Research Institute Integrity Beef Cattle Herd." Texas AgriLife District 3 Professional Development meeting, Noble Research Institute. Ardmore, OK. August 2019.
158. "Systems Management-Working Effectively with Livestock Producers", USDA Natural Resource Conservation Service Train-the Trainer, Noble Research Institute. Ardmore, OK. September 2019.
159. "Systems Think Approach to Grazing and Cow Nutritional Management", Louisiana Grazing Group. Noble Research Institute. Ardmore, OK. October 2019.
160. "Value of Heterosis in the European Commercial Beef Cattle Herds". Beefmaster International Group, Civitavecchia, Italy, Sept 28, 2019.
161. "Forage Quality and Winter Feeding Strategies," Red River County Texas AgriLife, Clarksville, TX, Nov 2019.
162. "What is the Integrity Beef Program?" Foard, Knox and Wilbarger County Texas AgriLife. Crowell, TX. Dec 2019.
163. "Integrity Beef Alliance", Central Texas Cow Calf Clinic, Cameron, TX, January 2020.
164. "Maximizing Values of Your Herd," Blackland Income Growth Meeting, Waco, TX, January 2020.
165. "Heterosis, Breed Type Differentiation, and Genetics," Texas and Southwestern Cattle Raisers Ranching 101, Ft. Worth, TX, January 2020.
166. "Genetics and EPD's for Commercial Bulls," Selection and Developing Bulls Program, Noble Research Institute, Ardmore, OK Feb 2020.
167. "Grazing Nutrition Management", King Ranch Institute Grazing Management Lectureship. Noble Research Institute. Ardmore, OK. March 2020.
168. "Beef Quality Assurance", Noble Research Institute. March 2020.
169. "Utilizing Beefmasters to Maximize Heterosis in the Cow Herd," Red River Beefmaster Association Webinar, April 2020.
170. "Marketing of the Preconditioned Calf," Noble Research Institute. Ardmore, OK. August 2020.
171. "Integrity Beef Alliance Protocols and Fall Weaning Management," Noble Research Institute. Ardmore, OK. August 2020.
172. "Marketing Heifers Strategically with Integrity Beef Replacement Female Program," Noble Research Institute. Ardmore, OK. September 2020.
173. "Marketing Cattle Strategically with Integrity Beef Terminal Calf Program," Noble Research Institute. Ardmore, OK. September 2020.

174. "Winter Feeding Strategies and What Does Manure Tell You?" Texas Agrilife Extension Red River County, November 2020.
175. "Understanding and Using EPDs," Texas and Southwestern Cattle Raisers Ranching 101 Webinar, November 2020.
176. "Winter Feeding Strategies for Your Cowherd?" Texas Agrilife Extension Titus County, October 2021.
177. "Importance of Matching Protein and Energy Supplements to Available Stored Winter Forage," Texas Agrilife Extension Red River County, November 2021.

PRESENTATIONS SCIENTISTS AND AGRICULTURAL/NATURAL RESOURCE PROFESSIONALS

1. "Effects of Repeated Urea Dilution Measurement on Feedlot Performance and Consistency of Estimated Body Composition of Steers of Different Breed Types" presented at Midwestern Section of Animal Sciences Meeting, Des Moines, IA on March 1996.
2. "Validation of Real-Time Ultrasound Technology for the Use in Predicting Composition and Quality Measurements of Feedlot Steers" presented at Midwestern Section of Animal Sciences Meeting, Des Moines, IA on March 1998.
3. "Weaning Management Strategies for Steer Calves" presented at Midwestern Section of Animal Sciences Meeting, Des Moines, IA on March 2000.
4. "Care and Husbandry Practices for BQA Programs" presented at the Oklahoma State University Train-the-Trainer meeting in Stillwater, OK on May 2008.
5. "Determining Wastage when Ground Feeding Soybean Hulls" presented at Southern Section of Animal Sciences Meeting, Dallas, TX on February 2009.
6. "Effect of Anthelmintic Formulations on FECR and ADG of Stocker Steers" Southern Section of American Society of Animal Scientist. March 2012.
7. "Efficacy of Concurrent Use of Fenbendazole and Ivermectin versus Ivermectin Alone on Parasite Egg Count and Performance of Beef Steers." Southern Section of American Society of Animal Scientist. March 2013 "Systems Approach to Livestock Consulting" presented at the NRCS Train-the-Trainer school, Ardmore, OK on September 10, 2013.
8. "Issues Affecting the Cattle Industry" presented at the NE Texas AgriLife Agriculture Agents' training, Bonham, TX May 29, 2014
9. "Integrity Beef Alliance I: Program Overview." Southern Section of American Society of Animal Scientist. March 2019.
10. "Integrity Beef Alliance II: Production and Financial Data Analysis" Southern Section of American Society of Animal Scientist. March 2019.

PRESENTATIONS TO YOUTH ≤ 18 YEARS OLD

1. "Announcement of the Winning Cattle and Associated Carcass Traits" presented to NF Jr. Beef Excellence Program, Ardmore, OK on April 2007. Over 90 people in attendance.

2. "Carcass Traits and How They Relate to Overall Carcass Merit" presented to NF Jr. Beef Excellence Program, Ardmore, OK on April 2007. Over 75 people in attendance.
3. "Announcement of the Winning Cattle" presented to NF Jr. Beef Excellence Program, Ardmore, OK on April 2008. Over 80 people in attendance.
4. "Lawn Equipment Safety" presented at the NF AgSafety Day for area fifth grade students, Ardmore, OK in April 2008. Over 180 students in attendance.
5. "Lawn Equipment Safety" presented at the NF AgSafety Day for area fifth grade students, Ardmore, OK in April 2009. Over 200 students in attendance.
6. "How Much Does a Scoop of Feed Really Weigh?" presented to the Carter County 4-H Horse Club, Ardmore, OK on February 8, 2010. ~15 in attendance.
7. "Jr. Beef Weigh-in to Check-in Process" presented to NF Jr. Beef Excellence Program, Ardmore, OK on April 6, 2010.
8. "Livestock Safety" presented at the NF AgSafety Day for area fifth grade students, Ardmore, OK on April 29, 2010. Over 220 students in attendance.
9. "How the Rumen Works" presented at the NF Science in Ag Field Day for area seventh grade students, Ardmore, OK on May 5, 2011. Over 100 students in attendance.
10. "Desirable Carcass Traits" presented to NF Jr. Beef Excellence Program, Ardmore, OK on April 7, 2011.
11. "Lawn Equipment Safety" presented at the NF AgSafety Day for area fifth grade students, Ardmore, OK in April 2011. Over 200 students in attendance.
12. "How the Rumen Works" presented at the NF Science in Ag Field Day, Ardmore, OK in May 2011.
13. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2012.
14. "Ruminant Livestock" presented at the NF Science in Ag Field Day, Ardmore, OK in May 2012.
15. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2013.
16. "Ruminant Animals and Their Importance" presented at the NF Science in Ag Field Day, Ardmore, OK in May 2013.
17. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in May 2014.
18. "Ruminant Animals and Their Importance to Society" presented at the NF Science in Ag Field Day, Ardmore, OK in May 2014.
19. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2015.
20. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2016.
21. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2017.
22. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2018.
23. "Lawn Equipment Safety" presented at the NF AgSafety Day, Ardmore, OK in April 2019.

MEDIA INTERVIEWS

1. August 12, 2006, Effects of the Drought on Local Cattle Producers, KXII-TV, Channel 12, Sherman, TX.
2. Terrell, Cheryl (2007). "Taking control: Shifting to a controlled breeding and calving season pays dividends" Gulf Coast Cattleman.

3. Diguseppe, Gary (October 2007). "Taking care of bulls." *The Cattleman*, 94(5):20-28.
4. Diguseppe, Gary (November 2007). "Could AI work in my herd?" *The Cattleman*. 94(6):24-30.
5. Calaway, Adam. "How is corn reshaping livestock production?" *Legacy*. Sp 2008. Vol. 2(1)
6. Calaway, Adam. "Bettering Our Community" *Legacy*. Fall 2008. Vol. 2(2)
7. Cell Phones ... Ardmoreite and Legacy Issues
8. Ishmal, Wes. (October 2008). "Self-Service: Howard Ranches does the things others pay someone else to do, while managing for the next generation." *Beef*. Vol. 45(2):S6.
9. "Calving Season Tips." *Living the Country Life*. On-line version accessed on January 13, 2009, <http://www.livingthecountrylife.com/animals/livestock/calving-season/>
10. Davey, Justin. (February 2009). "Livestock Corner: Calving Tips." *Living the Country Life*. Vol. 8(1):14.
11. Calaway, Adam. "Cattle Update: Consultant Offers Tips For Utilizing First-Calf Heifers." *Cattlenetwork.com*. Accessed on-line on March 3, 2009, <http://www.cattlenetwork.com/Content.asp?ContentID=295598>
12. Calaway, Adam. "Consultant Offers Tips For Utilizing First-Calf Heifers." Accessed on-line on March 10, 2009, <http://beefmagazine.com/sectors/cow-calf/0310-utilizing-first-calf-heifers/>
13. Calaway, Adam. "Consultant Offers Tips For Utilizing First-Calf Heifers." Accessed on-line on March 11, 2009, <http://www.ardmoreite.com/business/x1676799517/Consultant-offers-tips-for-utilizing-first-calf-heifers>
14. Rupe, Jana Lynn. "Producers get Hands-On Learning Experience." *Jacksboro News Paper*. June 19, 2009.
15. Mitchell, Clifford. "Bundle of Traits: Longevity and fertility are profit drivers for most operations." *Frontline Beef Producer*. Nov.-Dec 2009, Vol 1 Issue 4, pg. 15-16.
16. Calaway, Adam. "Cell Phones for Soldiers; Keeping Troops Connected to Families." *The Ardmoreite*. Accessed on-line on December 7, 2009, <http://www.ardmoreite.com/homepage/x2072237065/Cell-Phones-For-Soldiers>
17. January 5, 2010. "Cell Phones for Soldiers Drop-off Location Collects over 500 Phones." *KXII-TV Channel 12*, Sherman, TX.
18. Mitchell, Clifford. *Cattle Breeding: Simple Changes - Crossbreeding Builds Profitable Genetics*. *The Cattle Network*. Accessed on-line on January 18, 2010, <http://www.cattlenetwork.com/Cattle-Breeding--Simple-Changes---Crossbreeding-Builds-Profitable-Genetics/2010-02-18/Article.aspx?oid=989500>
19. Smith, Ron. *Know Stocking Limits*. *Southwest Farm Press*. Accessed on-line on May 12, 2010, <http://southwestfarmpress.com/livestock/know-stocking-limits-0512/>

20. Riffle, Mindy. Calving Care: Plan for the Unexpected. Accessed on-line on April 21, 2011, <http://www.countryworldnews.com/news/headlines/861--calving-care-plan-for-the-unexpected.html>
21. Riffle, Mindy. Agricultural Gadgets Continue to Evolve. Accessed on-line on Sept. 12, 2011, <http://www.countryworldnews.com/news/headlines/941--agricultural-gadgets-continue-to-evolve.html>
22. Okon, Tony. Saving Money with Hay Feeders. Accessed on-line on January 27, 2012, http://www.progressivecattle.com/index.php?option=com_content&view=article&id=4429:saving-money-with-hay-feeders&catid=93:featured-main-page
23. Riffle, Mindy. Fences Should be Durable and Safe. Country World News. Vol 31:35, pg. 1-4.
24. Biery, Mary Ellen. Ranchers Beefing Up Sales, But Drought Threatens. Forbes. August 1, 2012. <http://www.forbes.com/sites/sageworks/2012/08/01/sales-margins-cattle-ranchers-beef/2/>
25. Mitchell, Clifford. Strategy Defines Best Feed Options for Retained Herds. Progressive Cattleman. Vol 3:5, pg. 15.
26. Mitchell, Clifford. Cost Effective Winter Preparation, Tailor Management to Help Utilize Resources. Progressive Cattleman. Vol 3:11, p 30-31.
27. Diguseppe, Gary. Low Stress Handling and Loading. Ozark Farm and Neighbor. 2/12/14.
28. Mitchell, Clifford. Rebuild with Quality Females: Sexed Semen Creates Building Blocks. Gulf Coast Cattleman. Vol 79:11, pg. 22-24.
29. Moss, Michael. Heat stress for cattle. NY Times. 1/28/14
30. Mitchell, Clifford. Timeline: Proper Handling Mean Successful Trips. Gulf Cost Cattleman. Vol 80(7):18-22.
31. Diguseppe, Gary. Structural Correctness/Soundness. The Cattleman. 5/13/14.
32. Corbett, Cathy. Cooke County Cattlemen's Meeting, and Ag Advocacy. KTEN news. 8/11/14
33. Diguseppe, Gary. Developing and Buying Replacement Heifers. Ozark Farm and Neighbor. 9/23/14.
34. Living the Country Life. Calving Season. Accessed on August 20, 2016 at: <http://www.livingthecountrylife.com/animals/livestock/calving-season/>.
35. Fears, Robert. Real or Artificial? Use of AI and ET in Commercial Cattle. Land and Livestock Post. October 17, 2016. http://www.theeagle.com/landandlivestockpost/real-or-artificial-use-of-ai-and-et-in-commercial/article_14db5796-90c2-11e6-890e-1f1a469f0178.html.
36. Jenson, Amy. Farm Safety. KXII, Channel 12 News. 8/14/14. Accessed on January 5, 2017 at: <http://www.cattlenetwork.com/magazine/quality-bull-selection-can-increase-roi>.
37. Brown, Sara. Drovers Online. Quality Bull Selection Can Increase ROI.
38. Turner-Crawford, Julie. Parasite Control in Cattle. Ozarks Farm and Neighbor. April 2017.
39. Myer, Vickie. Integrity Beef Alliance Bull and Cow Requirements. Progressive Farmer. May 2017.

40. Richards, Caitlin. Bull Management between Breeding Seasons. The Cattleman. June 2017.
41. Medwald, Doug. Cow Age, Teeth Condition and Culling Decisions, Angus Talk Radio. July 2017.
42. Spader, Brett. Integrity Beef Alliance and Its Influence on the Charolais Breed. National Center for Beef Excellence. September 2017.
43. Latzke, Jennifer. Cull Cows. High Plains Journal. January 2018.
44. Rutherford, Burt. Integrity Beef Alliance: Trail Blazer of the Year Award. BEEF Magazine. December 2018.
45. Black, Austin. Technology Trends for Seed Stock Producers. Angus Journal. March 2019.
46. Howerton, Klaire. Caring About Carcass Quality. Ozarks Farm and Neighbor. October 2019. <http://www.ozarksfn.com/2019/10/21/caring-about-carcass-quality/>.
47. Hayes, Ron. Noble's Robert Wells Offers the Traits of a Successful Cow Calf Producer. Oklahoma Farm Report. Assessed on February 15, 2020 at: http://www.oklahomafarmreport.com/wire/news/2020/02/00192_RobertWellsIntentionalTraits02012020_204727.php#.X244nmhKiUk
48. Noble Research Institute Moves to Demonstrate Heterosis in Their Cow Herd. Beefmaster Payweight. Fall 2020, Vol.6(2) pg. 31.
49. Schutte, Amy. Planning is Critical for Bull Sales During a Pandemic. Progressive Cattleman. February 2021.

GRANTS AND AWARDS

- 1996-2004 University of Illinois received funding for over \$175,000 from C-FAR, USDA and industry company sources.
- 2004, Economic Development Administration grant author, awarded a \$1.5 million grant for facility demolition and construction of a \$3.4 million, 174,000 square foot, two-story, multi-purpose event center at the Rio Grande Valley Livestock Show.
- Co-wrote and received funding for a \$30 million USDA Climate Smart Commodity Grant, *"Producer Led Collaborative Effort to Fundamentally Transition the U.S. Beef Supply Chain to Carbon Neutral"* with American Farmland Trust, Indigo Ag, AgriWebb, and Earth Optics as well as a dozen other affiliated organizations.

INDUSTRY AND PROFESSIONAL SERVICE

- Foundation for Food and Agriculture Research (FFAR) International Consortium for Antimicrobial Stewardship in Agriculture (ICASA) executive committee
- Oklahoma Cattlemen's Association Board Member
- Oklahoma Cattlemen's Association Membership Committee member
- Central States Chapter of Professional Animal Scientists Board Member
- Oklahoma Beef Council, Beef Quality Assurance Program Advisory Committee
- Oklahoma Beef Council/Oklahoma State University, BQA Certified Trainer

COMMUNITY SERVICE

- Stephen F. Austin State University, Arthur Temple College of Forestry and Agriculture Deans Advisory Council.
- Oklahoma FFA Foundation Board Member
- Cell Phones for Soldiers Collection site coordinator
- Carter County Free Fair Cattle Committee
- Carter County Jr. Livestock Show Cattle Committee
- Oklahoma State University, Carter County Extension Agriculture Advisory Committee
- Oklahoma State University, Carter County 4-H Program Advisory Committee
- Carter County Oklahoma 4-H Volunteer Leader and Parent Council
- Carter County Oklahoma 4-H Horse Club Volunteer Leader
- Carter County Oklahoma Free Fair Horse Committee Superintendent
- Texas Tech University Department of Animal Sciences Graduate Students Association Membership Committee
- Rio Grande Valley Sportsman's Association

SAMUEL ROBERTS NOBLE FOUNDATION / NOBLE RESEARCH INSTITUTE COMMITTEES

- Beef Production System committee
- Technology committee
- Library committee
- Strategic planning committee
- Youth, Education and Outreach Committee
- Jr. Beef Excellence committee
- Hiring committee member (9 different selection committees)
- Southern Plains Beef Symposium committee
- AgVenture committee
- Rural Life and Basic Ag effort committee
- Integrity Beef Alliance founding committee member
- Livestock Discipline Team coordinator
- Promotion and Retention committee

SUPERVISORY AND MENTORING EXPERIENCE

- University of Illinois, Beef Cattle Research Coordinator
 - Supervised and trained 8 undergraduate laboratory workers.
 - Provided technical, statistical and research assistance to 15+ faculty and graduate students.
- Operations Manager, Rio Grande Valley Livestock Show and Rodeo.
 - Supervised 6-full, 30 part-time staff and coordinated 350+ volunteers in 30+ committees.
- Samuel Roberts Noble Foundation / Noble Research Institute
 - Supervised 15 interns
 - Mentored 12 new staff members

