

S2: Two examples of blended farmer compensation packages used by a non-profit and university team, respectively

Example 1: Practical Farmers of Iowa, On-Farm Cooperators' Program compensation package as of 2024

Granting source:

Various

Activity:

Implement on-farm research trial with four replicates; provide data during implementation, conducting, and upon completion to Practical Farmers of Iowa

Compensation:

Monetary

- Stipend (\$1,000) for completion of on-farm trial, regardless of size of trial. This value is constantly revaluated with the input of farmers to ensure it is fair
- Stipend for hosting field day open to the public (\$600) and reimbursement (up to \$600) of expenses such as food, beverages, tables, portable toilet, etc. with encouragement to source locally

Professional development support

- Farmers receive free registration for a two-day cooperators' meeting wherein program results are shared and themes for the following year's trials are proposed
- Three meals and one night of lodging during meeting

Knowledge sharing

- Publicly available, personalized report summarizing trial results

References:

Cooperator's Program. Practical Farmers of Iowa Website.

<https://practicalfarmers.org/programs/farmer-led-research/cooperators-program/>. Accessed May 2024.

Example 2: Basche and Carter (2019-2022) compensation package

Granting source:

North Central Regional Sustainable Agriculture Research and Education partnership grant

Activity:

In this grant-funded project, titled "Partnering in conservation: Engaging women farmland owners and their tenants in collaborative conservation planning", researchers partnered with working farms whose landowners were interested in or actively pursuing diversification, conservation, and sustainability with a senior undergraduate course. Landowners and their tenants were interviewed at the beginning of the project to learn about their goals and challenges with a specific emphasis on conservation. Senior students visited the farms to learn about the

farms, as well as the goals and challenges, and worked to create management plans over the course of the semester, through the supervision of their instructor (a co-PI of the project). Interviews were conducted by the research team following this phase of the project. This was done with the intent to expose future agriculture professionals to the complexities of landowner-tenant relationships as well as to support the partners in new conservation goals.

Compensation:

Monetary

- Stipend of \$75/month over the course of one year, for all farmer and landowner participants, representing a total of \$900 per participant. The year of compensation represented the majority of the time requested of participants (approximately mid-2019 through mid-2020)

Professional development support

- Funds for the landowner participants to attend a regional agricultural conference where results of the project were presented, budgeted at approximately \$600 per participant*

Knowledge sharing

- Reimbursement for mileage for all participants to attend the final student presentation of farm management plans
- Ideas and research presented by the students that was intended to support goals and challenges of both landowners and tenants

*Reimbursement of expenses for each landowner to attend the annual Women in Agriculture Conference in Kearney, NE in February 2020. Example of expenses are as follows: \$125 registration fee, \$100 mileage reimbursement, 1 night hotel for \$150, and \$150 meal reimbursement = \$525/person

References:

Basche, Andrea, and Angie Carter. "Training future agriculture professionals in landowner-tenant conservation decision-making." *Natural Sciences Education* 50.1 (2021): e20035.

"Partnering in Conservation: Engaging Women Farmland Owners and Their Tenants in Collaborative Conservation Planning". Final report for ONC19-052.
<https://projects.sare.org/project-reports/onc19-052/>