



NAICC NEWS

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Meet Your Leaders

If you looked closely at the December *News*, you noticed that NAICC's 1996 officers were announced in that issue. How about a closer look at these folks? Who are they?? Well, for starters, they are five people who are devoted enough to advancing their professions that they are willing to give up their time and share their talents to keep this organization on the path to achieving its mission - to unify and support the consulting and research professions and provide a forum for information exchange.

They are also successful businesspeople who have proven their abilities to stay focused on their goals, and they have some lofty goals in mind for the Alliance.

President Elect **Billy McLawhorn**, of Cove City, North Carolina, believes that today's high technology adds to the demands of being a crop consultant. One of his goals for NAICC is to expand networking and educational opportunities for members, thereby building on the successes of the past while focusing on the more day-to-day needs of the "core" of NAICC, the individual members.

McLawhorn, who has been a member of NAICC for six years, has a wealth of business experience, leadership qualities, and close involvement with the Alliance to draw from. He has owned his consulting business, McLawhorn Crop Services, Inc., for 14 years. He is a Charter member and Past President of his state crop consultant's organization, and is a member of several other organizations



as well. He has served on NAICC's Ethics and Grievance, Nominations, and Education Committees, served as Vice Chair of the Certification Board, chaired the Membership Recruitment and Rules Committee, and served as a Director on the Executive Board.

Robin Spitko, 1994 and 1995 Secretary, is obviously doing something right, and will again fill this office in 1996. Spitko, who has a Ph.D. in plant pathology, has co-owned New England Fruit Consultants in Montague, Mass., since 1982. She states that the crop consulting and research professions have "arrived" in the '90s, and believes that NAICC will keep them going in the right direction.

Spitko's involvement with the Alliance also includes being the principal author of the new Grievance Procedure, and serving on the Certification Review Board for citrus tree fruit and nut crops.

NAICC's new Treasurer is **Roger Carter**, of Agricultural Management Services, Inc., in Clayton, La. Carter

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New President Sets Goals for 1996

Without a doubt, January is the most popular time of year for goal-setting. Many people resolve to lose weight, be nicer to their mothers-in-law, or save money in the new year. Although many New Year's resolutions don't last past Valentine's Day, solid goal-setting requires determination, purpose, and planning. Without clearly defined, specific, measurable goals, hard work can be compared to throwing a dart at a blank wall - no target exists for your efforts. NAICC President **Don Jameson** knows this, and he's had his thinking cap on, preparing for the new year by establishing his own goals for the Alliance. Setting goals for a nationwide group of over 400 diverse individuals is not an easy task, but Jameson has clear objectives in mind. He informally shared a few of his plans with us recently, outlining five goals as follows:

- * Strategic planning to determine the best way to meet the needs of the majority of our members.
- * Assistance in adopting and adapting to the rapid development of new technology.
- * Continued involvement in public policy development.
- * Continued efforts to spread the word about our certification program.
- * Continued work with universities to develop educational curricula to

train future contract researchers and crop consultants.

It looks as though NAICC has a lot to look forward to in the new year!



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PRESIDENT'S MESSAGE

A Lifetime of Lessons

by Harold Lambert

There's an old saying that time flies when you're having fun. Somewhat to my surprise, this past year has provided a good example of how true that is.

When I was approached to run for President Elect of the National Alliance of Independent Crop Consultants, I initially found the idea pretty overwhelming. As an independent practitioner with no staff, it was hard for me to imagine how I could possibly find enough time to devote to the organization's needs without compromising service to my clients. After all, it's not as if Washington shuts down while crops are in the field.

Now, with the clarity of hindsight, I can see the flaw in my anxious thoughts. The reason the job seemed overwhelming was that I was imagining having to do everything alone. The reality has been incredibly different, thanks primarily to four terrific groups.

My family. While it's true that I have enjoyed the last 12 months tremendously, it's also true that it took some time carved out of the family and R&R allocation. So I would like to thank my wife Paula and my daughters Abby and Lea for filling in for me on the home front and allowing me to have an experience that has contributed to my professional and personal growth.

The Executive Board. Working with the other nine people you elected to lead your organization during 1995 has been a privilege that will benefit me the rest of my life. Not only have I learned from each of them individually, the lessons in group dynamics will be assets I can draw on for the rest of my days. They are a spectacularly diverse group in terms of age, experience, politics, religion, cultural background, and geographic location. On the other hand, they have several things in common such as keen intelligence, intense commitment to NAICC and

what it stands for, and a willingness to share their talents and their inner selves which has allowed us to bond into a very close group. The main thing I have learned from working with the Board is that diversity is an asset. In fact, the compromises we forged and the synergistic decisions we reached were invariably better than the position any individual brought to the table. I will always be proud to call the people I have served with on the Board my friends and close associates.

The staff. I've also learned from this bunch. Lessons here include: you don't have to be a contract researcher or crop consultant to be dedicated to our professions and capable of representing us effectively. I've also learned that even the best training in entomology, agronomy, or other scientific discipline does not make one an expert at managing an organization. Allison Jones is an expert at that, and she has great contacts in Washington. We owe a great deal of our success to her efforts. I would like to thank Daney, Allison, Tabitha, Lorie, and Juanita for helping me reach the goal of governing more and managing less.

The committees have also done outstanding work this year. The Allied Industry Committee has shored up its organizational structure while pulling together its third New Technology session; the Annual Convention, Consultant Education, and Researcher Education Committees have put together a program for Orlando that promises to be the best in a long line of great annual meetings; the Certification Board has done major work in revamping the entire certification program; Ethics and Grievance finalized the Alliance's first formal grievance procedure, which is another landmark; the Legislative Advisory Task Force guided the effort that culminated in an

exemption from certain parts of the Worker Protection Standard; the Liaison Committee recruited two new cooperative members; Membership Recruitment and Rules recruited a record 85 new members; Membership Services continues to investigate opportunities to provide reduced-cost goods and services to our members; and the Nominating Committee lined up a slate of candidates that made it tough for the rest of us to choose among such strong contenders.

As impressive as all these accomplishments are, I have a hunch that they would pale if we knew all the stories of what individual members do on behalf of the Alliance. I've heard a few: like one state association member who persuaded his entire state group to join the Alliance, another who offered to pay \$25 toward any new member's dues, and another who took to the stage with our executive vice president and sang Wild Thing in exchange for an associate's membership check. Knowing people like these has been one of the major perks of this job.

Life is filled with ironies. It's interesting to me that I was so concerned that I would shortchange my clients by accepting this job, yet quite the contrary has been the case. There's no doubt in my mind that the experiences I have had, the opportunities for growth and the contacts I have made have made me a better consultant. I've learned a lifetime of lessons in my year as President; it's clear that I overlooked the benefits two years ago when the Nominating Committee had to twist my arm so hard.

I'm sure glad they succeeded.

Following the death of Dick Jensen, I would like to add the following sad footnote to the above column, which was written earlier:

The death of a friend always hurts, but as I recover from the suddenness of Dick's passing I am struck by how good it feels to have known him. Honestly, I would not be in the crop consulting profession if it were not for Dick. He gladly offered and provided invaluable advice and encouragement to me on numerous occasions, not just in those early years. Like a caring friend and great mentor, he never

expected anything in return, and I am certain I never succeeded in thanking him enough. With your indulgence and as a small personal gesture in Dick's memory, I can somewhat make up for that by thanking several other mentors/friends of mine: **Grady Coburn, Roger Carter, and Ray Young;** to you I am also grateful. And in different ways, my deepest thanks to **Dan Bradshaw, Earle Raun, John Kimbrough, and Daney Kepple.**

Is there a friend or mentor of yours you need to thank? Do it soon. Time will not wait for you.

Goodbye, Dick, until we meet again.

In Celebration of Life

by *Daney D. Kepple*

Executive Vice President

On New Year's Eve I listened to a program on National Public Radio about how to deal with bereavement. I listened carefully because I was bereaved.

"It's important to use specific language when discussing the deceased," said the expert. "Euphemisms mask reality and interfere with acceptance of the finality of death."

All right. **Dick Jensen** is dead. He died of a heart attack on December 26, 1995. He was preparing to have lunch with his family, having just celebrated Christmas with them. As he bowed his head to pray, his heart gave out and he never raised his head again.

He was mourned by several of his longtime NAICC friends at a wake held in his honor the night before his funeral, and again the following day at a service that was austere and beautiful, occasionally funny, which he would have loved, intensely moving, and exactly right.

Having done all that to commemorate Dick's death, I find that I still wish to write this to celebrate his life. For I have never known anyone who lived a richer, fuller life or one more marked by large and small acts of kindness.

As I remember Dick Jensen I think of several outstanding traits, beginning with his huge capacity for enjoyment. His rollicking belly laugh rings in my ears as I

write this, and I know that for years to come I will be warmed by memories of his love for story telling and jokes of all kinds, particularly those on himself.

I also cherish his openness and his ability to love. Dick took real pleasure in doing things for others; he savored the experience of serving coffee to his wife Sue in bed each morning. He took immense pride in her accomplishments as well as in those of his two sons and his dozens of protégés around the country. He served as mentor to his employees, to many other crop and research consultants, and to untold others, including me. He was an unflinching source of encouragement and support when I began to think of leaving the security of a steady job to establish Great Lines. Learning of my admiration for the late writer Walker Percy, with whom he was acquainted through Sue, he purchased Percy's latest book and had him inscribe it to me. Many of you have similar stories, I know.

And finally I think of his great wisdom. Sue said to me, "What a shame that all the knowledge inside his head had to die with him." Indeed. All that wisdom and love and laughter will be sorely missed by all of us. We cannot help but feel, as **Robin Spitko** so eloquently phrased it, that he was taken from us too soon. We cannot help feeling diminished by his death.

Recently I heard a prominent cartoonist tell about how he got his start. I don't remember all the details so I won't cite names, but the gist of the story goes this way: The young man summoned his courage and sent some samples of his work to a renowned teacher of animation, asking for a critique. The teacher responded promptly, saying that the work was very good and encouraging the young artist to submit it for publication. Buoyed by the



praise, he sent his cartoons to two big name magazines. Weeks later he received mimeographed rejection slips. His earlier confidence evaporated, and he put away his art supplies and his dream.

Several months later he received a second letter from the teacher. "I came across your work again while cleaning out a file," the great man wrote. "Again I was struck by your ingenuity. I hope that you have submitted it by now and that you are on your way to the success you deserve." You can guess the rest. The artist tried again-and again-and now his cartoons appear in daily newspapers all over the country.

"I am overwhelmed by the inadequacy of my gratitude," the now famous cartoonist said. "There is nothing I can do to repay such a huge favor which was, after all, offered by someone who knew he had nothing to gain from the kindness. It strikes me that there are some gifts which cannot be reciprocated but can only be passed on. I will do what I can to follow his example and offer encouragement to others."

Perhaps the adoption of that vow is the best memorial we can offer to Dick Jensen. As **Harold Lambert** has written elsewhere in this issue, we should all thank our mentors while they are around to hear our words. And we should do what we can to mentor others. That is very much in keeping with the spirit of NAICC, which is no accident since the alliance was founded by Dick and other large-minded individuals.

At the funeral I said to **J.C. Patrick**, "I keep thinking of how sad all the upcoming meetings will be without him."

J.C. replied, "Think instead of all the ones that weren't sad because he was there."

He was right. Death offers us all an opportunity to celebrate life, and the confrontation with our own finitude can also remind us to savor life while it is ours. I hope we will do the best we can to make our lives as full of humor, love, and wisdom as Dick's was.

He would like that.

The Richard L. Jensen Scholarship Fund

Thanks to the leadership of former NAICC Presidents **Dave Harms** and **Grady Coburn** and current President **Harold Lambert**, a scholarship fund is being established as a memorial to Dick Jensen. Details are being worked out as the *News* goes to press. Tentatively, the NAICC Executive Board will ask for some assistance and involvement from the Foundation for Environmental Agriculture Education relative to future scholarship administration. Those interested in making a contribution should contact **Allison Jones** or **Daney Kepple** at NAICC (901-683-9466) or **Dave Harms** (708-851-9500) or **Harold Lambert** (504-492-2790).



Choosing the Right Employees

by Roger Carter

A constant problem that we face in agricultural consulting businesses is hiring new labor - trained or untrained. Securing new labor and/or associates who will be productive and mold into the existing business structure is always a challenge to employers. The diversity of the types of employees that agricultural consulting businesses employ is as great as the diversity of businesses themselves.

Many agricultural consulting businesses are one-person operations that utilize only part-time, seasonal help while others are partnerships or sub-s corporations that represent a small group of consultants with several full-time employees and some part-time employees. Still others are corporations that may represent many consultants, technicians, etc.

Choosing the right employee may require a different set of guidelines depending on the type of employee that is to be hired. Many of us could list hundreds of qualities we would want in a new employee, and I am sure these would be similar to what we would want in choosing a spouse; but not everyone can be perfect.

I have developed a list of what I consider the ten most important items I would evaluate when hiring a new employee. I rank these qualities differently depending on whether I am selecting a full-time trained consultant or a part-time field scout. But for brevity let's suppose the company is hiring a new consultant to join the staff with the potential of becoming an associate or shareholder in the company. This is by far the most important person that your company will ever hire. I personally want the following

characteristics in such an individual (ranked from 1 to 10 based on the importance to the company):

1. loyalty
2. honesty
3. ability to work with others
4. enthusiasm
5. sincerity
6. friendliness
7. compassion
8. knowledge
9. experience
10. leadership

You would probably choose different qualities, such as tact, appearance, etc., and I am sure you may rank certain qualities differently than I. Develop your own list of traits to evaluate when choosing another employee or associate. In the meantime, I will explain why I chose these.

Nothing means more to me than loyalty to the company and to the client. An employee who is not loyal to one cannot be loyal to the other - they can only be loyal to themselves, which indicates selfishness. And one quality everyone wants to avoid in their organization is selfishness. Employees of a company are under an obligation to defend or support those persons to whom they must remain faithful. The new employee must sign contracts to substantiate loyalty to the company and to the company's clients.

"Nothing means more to me than loyalty to the company and to the client."

Joining loyalty is honesty. The two should be linked because one is no good without the other. You certainly do not want an employee who would lie, cheat, or steal representing your company or any of the company's clients.

It is inherent within our business that we work with Mother Nature, sometimes on a close basis. And this interaction can be a problem. But the most important interactions are those that involve ourselves as employees

of our clients. Therefore, any employee/consultant must have the ability to work (and play) with others. This also includes the ability to communicate. There is no place in our industry for someone who cannot work with others or who cannot communicate.

Having all good qualities without the enthusiasm or zest to utilize those good traits would make an individual useless to a consulting business. You cannot constantly "pull" the good traits out of someone. They must have the energy and enthusiasm or zest to demonstrate those traits often.

Employees must be sincere, friendly, and compassionate with everyone. These are qualities that promote closeness within an organization and build trust with clients.

Knowledge is necessary for the employee to be an asset to any agricultural consulting business, and experience may help the individual become productive sooner. In addition, leadership will help promote the business as well as the individual.

Now you may ask, "How can I choose someone that exhibits all of the traits that are wanted?" To evaluate prospective employees for positions it helps to have already known the individual or to spend enough time together that you feel comfortable that you know each other. Visit the individual's home unannounced. Judge his reactions when visiting with your clients. Spend as much time as necessary to become comfortable so you can accurately judge the prospective employee's traits.

Speak with the candidate's past or current professors, co-workers, clients, clergy, counselors, and friends. Ask them to rate the individual based on your list - and be as thorough as possible. Visit with the spouse and/or children. And don't forget to speak to any past employers, bankers, etc. Even though the information that you receive from the sources that I have mentioned may be biased to one side or the other, it will at least allow you to build a portfolio on the prospective employee.

Does the individual exhibit traits that you would look for in a friend? Is he or she socially compatible with others in the organization? Normally, these are traits most businesses may

not consider, but the agricultural consulting profession is a very personally-oriented business which requires close interactions.

"Employees must be sincere, friendly, and compassionate with everyone"

Never underestimate what hiring the wrong personnel can do to an organization. It can be destructive enough to some organizations to cause collapse, both economic and psychological. Please spend enough time completely evaluating potential employees and if they do not fit the organization, do not waste time trying to mold the organization to fit their needs.

When making contracts with a prospective employee, always allow for a "trial" period in which you can make further, closer observations of the traits you desire. Do not hesitate to take action if it is deemed necessary.

Even though all signs indicate that you may be hiring an excellent person, sometimes it is best to follow your intuition. Hiring employees is much like agricultural consulting - it is an art, not a science. The only way that we learn an art is through experience. Sometimes we can be tricked. The late, great Louis Grizzard tells the story of General Sherman's troops leaving Atlanta, and upon passing Stone Mountain, the General noted a lone Rebel soldier atop the mountain shouting abuse at the troops. Sherman sent his best man to take care of the Rebel, but the soldier was thrown from the mountain. So Sherman sent a dozen of his best soldiers to the mountain - they were all killed. Sherman then sent a battalion of soldiers to the top of Stone Mountain to kill the Rebel. Only one soldier returned. He said, "General, it's a trick. There are two of them up there." Don't fall for tricks.

Roger Carter of Agricultural Management Services, Inc., in Clayton, La., is a voting member of NAICC.

Call for Volunteers

In the hullabaloo over balancing the Federal budget and trying to write a Farm Bill, publicity about the IPM Initiative has taken a back seat. That does not mean the Administration has slacked on its commitment, according to Dr. Barry Jacobsen, National IPM Coordinator, who will be a speaker later this month in Orlando. "We are serious about the goal to have 75 percent of the nation's farmland under IPM programs by the year 2000," Jacobsen says. "We are also quite aware of the critical role NAICC members will play in meeting that goal."

That topic is expected to be widely discussed not only at the Alliance annual meeting but at the Third Annual IPM Symposium in Washington in late February. To ensure that the profession is adequately represented, an ad hoc committee has been functioning since November under the leadership of President **Harold Lambert** and former President **Bruce Nowlin**.

"Barry Jacobsen has graciously offered us several opportunities to work with others in the IPM community to make them aware of how crop consultants have been instrumental in innovating and instituting IPM technology in the field," Lambert explains. "He's also helping us work with others to ensure that consultants' needs are considered as the Initiative moves forward. We're trying to do our part by making sure we take maximum advantage of those opportunities."

President Elect **Don Jameson** will present a paper entitled "Implementing the National IPM Goal: What Crop Consultants Need" at the opening plenary session on Tuesday, February 27. He'll be sharing the podium with such notables as Deputy Secretary of Agriculture Richard Rominger and representatives of all the major commodity groups.

Later in the week NAICC will present nearly four hours of programming on such topics as technology transfer and professional degree programs for consultants. Appearing on the program at these events will be



Dennis Berglund, Dan Bradshaw, Don Jameson, Harold Lambert, and Billy McLawhorn.

To further spread the reach, we are searching for members to present posters and to participate in the workshops on Thursday, February 29, which will focus on planning IPM research, implementation, and assessment for specific commodities. If you can help with these efforts, please call the Memphis office.

NAICC Speaks up on NELAP

by Lee West

The issues that follow are of great significance to any members who conduct contract research that is regulated under FIFRA GLPs, or who have laboratories that generate environmental monitoring programs.

A bit of introductory history may be of value for those who are not familiar with this subject. NELAC is an acronym for the National Environmental Laboratory Accreditation Council. This body was formed in response to what appears to be a legitimate need for uniform standards for environmental testing laboratories. The NELAP ("P" is for "program") sets out in detail the standards these labs must use, and describes an accreditation process by which inspectors would enforce a variety of Federal regulations (EPA, OSHA, etc.), as well as applicable state regulations. This might be a refreshing picture of the "reinvention" of government. These labs will likely experience a significant decrease in numbers of inspectors coming to visit, and also it appears that the uniform standards will improve overall data reliability for all end users. Full interstate reciprocity is mandated, too, so it could be a good deal for the labs in many ways.

Members of NAICC who conduct GLP contract research are not, in general, "environmental testing laboratories," however. We come into the picture because, buried in the text



of the regulation, there is a section regarding who will compose the regulated community. Here we find that it is intended that any labs generating data for FIFRA are supposed to be included.

The language of the NELAP is very specific and prescriptive in the standards it is setting for laboratories. The program is very difficult to apply to GLP research, and, so far, there is no evidence that it would represent any increase in quality. In fact, on Dec. 4, 1995, **Mick Qualls** led a work group to define the costs and benefits of the program, and no one in the group could come up with any benefits at all; but they did estimate that the program would cost the regulated industry approximately \$28 million annually. Additionally, this will not represent a streamlining of enforcement for us, because we are not seeing the number and frequency of inspections in our operations at this time. As a matter of fact, this current lack of inspection is one of the driving forces behind the push within EPA to include us in the NELAP.

There are two areas where the underenforcement is having an effect: domestically and internationally. Domestically, EPA worries that the lack of monitoring may be missing critical problems in the system for which data is generated. Internationally, some other countries (most notably, Germany) are questioning the integrity of U.S. data because of the lack of government supervision of the system. These countries are actually making data submission more difficult, and could reject some studies outright. Due to these factors, there is NO QUESTION that changes in the way we are regulated are about to occur. This will happen whether we fall under the authority of NELAP or not.

There is not much argument within industry that the best scenario would be for EPA to obtain the funding to continue their existing program at a level that will meet the needs outlined above. It appears, according to the news media, that the EPA has not suffered the severe budget cuts that have befallen other agencies. The difference seems to be in which

programs EPA has invested its money.

We have a narrow window of opportunity to influence our future at this time, and NAICC has, perhaps, as big a role to play as any other member of the regulated industry.

Clearly we must be of a common mind within industry, so that our efforts will have maximum effectiveness.

*Editor's note: In early December 1995, voting member Lee West submitted a report to the Executive Board based on her involvement in a NELAP/GLP Workshop and subsequent meetings in Washington, D.C. The above story is excerpted from her report. **Bill Tarter, Mick Qualls, and Roger Musick** also represented NAICC at the December NELAP meetings. This group will continue to work with other NAICC members who are contract researchers, as well as the Executive Board, to establish the Alliance's position on these issues. Several strategies are being considered, including direct appeals to EPA and to legislators. Please forward any comments to Allison Jones at the Memphis office.*

("Meet Your Leaders" continued from page 1)

has been a member of NAICC for 10 years, and has served on several committees, most recently Ethics and Grievance. He's also served as President of the **Louisiana Agricultural Consultants Association**. Carter has been consulting since 1965, and brings to the Executive Board a lot of wisdom backed by his extensive business experience - from time to time we are even lucky enough to get him to share a little of that wisdom in the newsletter (see *Choosing the Right Employees*, pgs. 4 & 5).

New Directors are **Phil Cochran** and **Ray Young**. Cochran, of Cochran Agronomics in Paris, Ill., has served on various NAICC committees during his six years as a member, including the Annual Meeting Program and Membership Recruitment and Rules Committees. He has also served as Chairman of the Education and Liaison Committees. These experiences, he believes, have increased his desire to become even more involved with NAICC. One of his goals for

NAICC is to build alliances with other organizations that support agricultural interests.

Young, of Wisner, La., has been a consultant since 1949 and has a long list of professional honors to his name, including the *Cotton Grower* magazine Cotton Achievement Award, Man of the Year in Service to Louisiana Agriculture, and being named to the *Ag Consultant* magazine Hall of Fame and the 1989 *Progressive Farmer* magazine Louisiana Agriculture Hall of Fame. He has been involved with NAICC for seven years, and is also a member of the Louisiana Agriculture Consultants Association. He believes NAICC can achieve its mission by working with "an eye toward the future."

These people are the future of NAICC. At least for the next two years. But the decisions they make and the actions they take will reach much farther. Stepping forward to take a leadership position takes dedication and courage. We congratulate and salute you, Billy, Roger, Robin, Phil, and Ray. Good luck!!

Ferguson Retires

Judy Ferguson has announced her retirement as editor of *Ag Consultant* magazine, a sustaining member of NAICC.

Ferguson has been a long-time supporter of NAICC, steering *Ag Consultant's* coverage of the crop consulting profession. She has served the Alliance in many capacities, and was the 1995 co-recipient of the Service to Agriculture Award. Her presence will be missed in the agriculture media. Judy, we wish you happiness and health as you begin this new phase of your life.

PURRF Meeting

by Lorie Heath Adams, Managing Editor

When the Pesticide Users Research and Regulatory Forum met in Washington, last fall, one of the primary topics of discussion was the Section 18 registration process.

The group evaluated EPA's Section 18 registration, noting that the agency has issued 400 such labels year-to-date, and has denied 24. The average turnaround time was found to be 55 days. PURRF participants made several suggestions for improving the process, including the following:

- 1) Submitting packages earlier with no penalty for pre-emergency
- 2) An in-depth EPA review during the first submission, with nominal reviews for repeat submission and issuance by the states
- 3) The efficacy issue dealt with by the states, not the EPA

Other issues presented for discussion at the meeting included the findings of the EPA spray drift report, which indicated that all types of applicators produce off-target drift; and the effects of EPA budget cuts and downsizing. It was reported that EPA funds have been reduced by 22 percent overall.

Information contributed by NAICC voting member H. Charles Mellinger, Ph.D.

May is Just Around the Corner

by Allison Jones, Executive Director

By May 1996, crop consultants and employees under their direct supervision must be licensed or certified to be exempted from Worker Protection Standard requirements while they are performing crop advising tasks. We are already working with EPA and all the state lead enforcement agencies to be sure that all the "T's" are dotted and all the "T's" are crossed so that the Certified Professional Crop Consultant program meets all requirements for the exemption. The state WPS Coordinators have been asked to review and approve the CPCC program as a national certification program that will allow crop consultants and researchers to qualify for this exemption.

Several states have responded favorably, and others have commented that they are currently in the process of reviewing the program. ALL have inquired about the pesticide safety training aspects of the program. We have assured them that one important requirement of the CPCC program is documentation of pesticide safety training equivalent to that required under WPS. This training includes, but is not limited to:

- * Format and meaning of information contained on pesticide labels and in labeling, including safety information such as precautionary statements about human health hazards.
- * Hazards of pesticides resulting from toxicity and exposure, including acute and chronic effects, delayed effects, and sensitization.
- * Routes of pesticide entry into the body.
- * Symptoms of pesticide poisoning.
- * Emergency first aid for pesticide injuries or poisoning.
- * How to obtain emergency medical care.
- * Routine and emergency decontamination procedures.
- * Appropriate use of Personal Protective Equipment.
- * Prevention, recognition, and first aid treatment of heat-related illness.
- * Safety requirements of handling, transporting, storing, and disposing of pesticides, including general procedures for spill cleanup.
- * Environmental concerns.
- * Warnings about taking pesticides and/or pesticide containers home.

New CPCC applicants will be required to provide documentation for training received, and current certificants will be asked to verify training at renewal time. As a membership service, the Worker Protection Standard/Pesticide Safety Training video will be available for viewing at the 1996 Annual Meeting in Orlando. Information on purchasing training materials, such as videos and books, is available through the Memphis office, as well as at the meeting.

Why am I telling you all this? To remind you that if you have not yet applied for CPCC certification, the time to act is now. After all, May is just around the corner.

MEMBERS IN THE NEWS

Voting member **Charles Mellinger** was featured in a November, 1995 *Progressive Farmer* article entitled "Pioneers of IPM," which focused on the variety of pest problems found in South Florida. Mellinger was one of three consultants whose work was profiled in the article.

Maggie Alms was recently appointed to the USDA's National Sustainable Agriculture Advisory Council, of which voting member **Madeline Mellinger** is the chairperson. The purpose of the council is to promote sustainable agriculture and make recommendations to the Secretary of Agriculture in matters related to the Sustainable Agriculture Research Education Program of the Food, Agriculture, Conservation, and Trade Act of 1990.

NEW MEMBERS

Voting

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CALENDAR OF EVENTS

JAN. 24-28, 1996

NAICC Annual Meeting, Grosvenor Resort at Walt Disney World Village, Orlando, Fla. For more information call: 901/683-9466.

JAN. 28-30, 1996

Texas Association of Agricultural Consultants Annual Meeting, Red Lion Inn, Austin, Tex. For more information call: 512/454-8626.

JAN. 28-30, 1996

Annual Conference of the Association of Applied Insect Ecologists (AAIE), Radisson Hotel, Sacramento, Calif. For more information contact John Plain at 916/441-5224 or Steve Nelson at 408/728-7771.

FEB. 5-7, 1996

Mississippi Agricultural Consultants Association Annual Meeting, Holiday Inn, Starkville, Miss. For more information call: 601/323-3580.

FEB. 12-14, 1996

Louisiana Agricultural Consultants Association (LACA) Annual Meeting,

Holiday Inn, Alexandria, La. In conjunction with the annual meeting, LACA will also co-sponsor the 1996 Pest Management Workshop with the Louisiana Cooperative Extension Service. For more information call: 504/447-3393.

FEB. 13-14, 1996

Arkansas Agricultural Consulting Association Annual Meeting, Ramada Inn, Jacksonville, Ark. For more information call: 501/866-2335.

FEB. 14-15, 1996

Independent Agricultural Consultants of Colorado Annual Meeting, University Park Holiday Inn, Fort Collins, Colo. CEUs available. For more information call: 719/346-9501.

FEB. 14-16, 1996

EPA meeting on proposed National Environmental Laboratory Accreditation Program, Crystal City, Arlington, Va. For more information contact Patricia Royal at 508/295-2550. To register for the meeting, contact Dan Doizer at 301/718-2270.

FEB. 20, 1996

Agricultural Consultants Association of North Dakota Annual Meeting, Holiday Inn, Fargo, N.D. For more information contact Greg LaPlante at 701/274-8203.

FEB. 21-22, 1996

Advanced Crop Advisors Workshop, Memorial Union, NDSU, Fargo, N.D. For more information contact Greg Endres at 701/652-2951 or Carlyle Holen at 218/286-8691.

FEB. 27 - MAR. 1, 1996

Third National IPM Symposium/Workshop, Sheraton-Washington Hotel, Washington, D.C. For more information contact Barry Jacobsen at 202/401-4230.

MAR. 7-8, 1996

South Dakota Independent Crop Consultants Association Annual Meeting, Holiday Inn, Sioux Falls, SD. For more information contact Kevin Morrow at 605/886-5509.

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