



NAICC NEWS

OFFICIAL PUBLICATION OF THE NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS

PRESIDENT'S COLUMN



By
Ray Young
NAICC
President

NAICC – What have you done for me lately?

Mr. Dan Logan, the father of ag consulting, had a man named Henry that ran his farming operation for him. Mr. Dan was an innovator, always trying to figure a "better way". He did much experimenting on his own farm that eventually benefited all farmers. We owe him a debt of gratitude.

One Monday morning Mr. Dan was instructing Henry on all the things he wanted him to try out that week. When he was finished, Henry said, "Mr. Dan, I gotta do all this and plow too?" So when we are doing all the "non-paying" jobs we say, "I gotta do all this and plow too?" Plowing does have to be done, after all.

Several years ago consultants were able to get an exemption from Worker Protection Standards (WPS). The last couple of years this has been in jeopardy. NAICC formed a task force to deal with EPA on getting information on how we do our work, how much time is spent in fields in contact with foliage etc. **Dennis Berglund** heads up this task force. I'll not try to name all those who have helped for fear of missing someone. Several meetings have been held with EPA concerning this issue. This is ongoing, folks! Doing all this and plowing, too!

A Memorandum of Understanding (MOU) with NCRS on Technical Service Providers has finally been signed after several meetings with NCRS officials in Washington, D.C. **Al Averitt** headed up the people that worked so hard on this. This will be advantageous to those wishing to do TSP work on conservation practices.

An exemption from WPS for contract researchers similar to that for consultants has finally been obtained pending a 30 day publication in the Federal Register. By the time you read this, the exemption should be obtained. **Robin Spitko** chairs the Legislative Advisory Committee. She has a dedicated group of members working with her. We maintain a periodic presence in D.C. with EPA, USDA, and also on Capitol Hill. We try to stay abreast of any issue that

will affect consultants, contract researchers, their clients and agriculture in general. "All this and plows too!"

Your NAICC Board communicates regularly on issues to help us do our jobs better; that of helping our clients be profitable.

Roger Carter is our program chairman for our Annual Meeting in New Orleans in January, 2004. He and his committee have done a great job getting a very good program in order. His group does all this and "plows too".

Allison Jones, our Executive Vice President, is there looking out for our interests and ready to help in any way if you need her.

These are just some of the things NAICC has "done for me lately!"

Thanks from all of us to each of you who are serving on a committee and the Board. The most thanks that anyone wants is that you volunteer to serve on a committee or in some other way support NAICC.

Bill Cox, our President Elect has signed his company **Coxco** as a NAICC Sustaining Member. He broke the ice and set the example. Now we have a second individual member who is signing up his company as a Sustaining Member. How great it will be when several more individual members decide to become a Sustaining Member. No pressure here, just think about it.

The Big Easy Beckons – Don't Miss NAICC's 2004 Annual Meeting

The birthplace of jazz...and some of the best food in the United States — two good reasons not to miss NAICC's 2004 Annual Meeting.

Even better, you won't want to miss the opportunity to join us – or take advantage of your membership – by coming together for a few days of meetings that will broaden your skills, provide you the opportunity to wield some political influence and network with the nation's top crop consultants.

NAICC'ers will hit the bayou for a memorable New Orleans meeting beginning on Thursday, January 22 where highlights will

include a keynote address from Senate Ag Committee Chief of Staff Hunt Shipman, EPA and FQPA updates from EPA officials Peter Calkins and Francisca Liem and an FDA update from USDA's Sally McCammon.

Ray Young will give his President's address, and Monsanto's Dr. Molly Cline will speak about Plant-Made Pharmaceuticals (PMPs). Theresa Howes from the American Farm Bureau will discuss the effects of trade agreements (NAFTA, GATT) on American Agriculture, and Rich Pottorff from **Doane Ag Services** will update us on the market and happenings in Washington.

The Outgoing President's Reception and Exhibit Hall Extravaganza will be the highlight of the evening.

And we've hardly begun! On Friday, January 23, attendees can expect breakout sessions geared for consultants or researchers (such as Portrait of a Consultant, Contract Research Personnel and Technical Service Providers).

Jim Thomas from **Helena Chemical Company** will talk about what generic products offer researchers and consultants, and Kitty Cardwell (USDA-CSREES) will talk about USDA Diagnostic Labs for Bio-terrorism.

Friday is also the day for the President's Luncheon and Awards Ceremony, and in the afternoon consultants and researchers will again have the opportunity to attend breakout sessions. These include How To Keep Your Job On GMO Crops, Resistance Management, Worker Exposure, Water Run-Off, etc.

In the evening, new members and first-time meeting attendees will enjoy a reception held in their honor, followed by the President's reception and Mardi Gras networking dinner, complete with an authentic crawfish boil!

On Saturday consultants will gather for a stimulating round table on controversial

issues, while researchers discuss challenges to their business.

A farm tour will be on the agenda – perhaps a refinery or grain barge loading operations (more information to come) — and a group tour of a southern plantation, Mardi Gras World and the city is being orchestrated.

First Winner Announced in New Orleans Trivia Contest – More Prizes to Come!

As we gear up for a Bayou meeting in January, **James Powell** will receive a prize at the New Orleans event.

He's last month's trivia question winner – and there are more chances to win!

This month's question is (you must answer both parts correctly to win):

What airline got its start in Monroe, La?

The oldest City in the Louisiana Purchase Territory was founded in 1714. What is the name of the city?

The first person to respond to NAICC Headquarters with the correct answer wins a prize, which can only be collected by attending the 2004 Annual Meeting. (To be considered for the prize, you must be a

current NAICC member.)

Last month's question was: The landing craft used to ferry American troops to the beaches during D-Day were made in New Orleans by a boat manufacturer. What was his last name? **Answer: Higgins, Andrew J.**

Certified Professional Crop Consultant-Researcher Certification Now Available

NAICC members can now take advantage of yet another level of professionalism through the new Certified Professional Crop Consultant-Researcher program. This special certification not only broadens the scope of our membership, it helps increase the stature and level of services that members can offer.

With this new certification, NAICC has recognized the need to provide an easy way for "dual-certification" – that is, a way for those currently certified under our CPCC program to apply for CPCC-R certification.

With the addition of the CPCC-R certification, NAICC has requested that EPA acknowledge the new NAICC researcher certification program as exempted from certain portions of the Worker Protection Standard (WPS) (as

was done for certified crop consultants and their employees in 1995).

NAICC has provided to the EPA documents comparing the CPCC and CPCC-R certification programs. The documents show that both programs have the same stringent requirements for education, experience, continuing education, references, pesticide training, code of ethics, etc. (The one difference is that the CPCC-R certification does not require a case study analysis.)

The EPA has identified that the new program meets the eligibility requirements for this exemption in the WPS regulation (40CFR170). Letters have been drafted by the EPA describing this proposed action, and they've been posted for public comment at www.epa.gov/edockets under

docket number OPP-2003-0239.

The NAICC has submitted official comments reiterating the need for this exemption.

The WPS exemption truly is invaluable, as many who've used it can attest. Long-time NAICC member and consultant Earle Raun is a beneficiary of the exemption. "I'm pleased that the program is being considered to be made available to CPCC-Rs," said Raun, who has taken the "Train the Trainer" courses for exemption at the University of Nebraska. He in turn trains the staff at the PMC Group.

"It has been invaluable to me and the PMC group...I certainly hope the exemption program will become available to the CPCC-Rs," said Raun.

MOU Signed Providing CPCCs Opportunity to Become Technical Service Providers

NAICC is pleased to announce that the recent renegotiation of NAICC's Memorandum of Understanding (MOU) with USDA's NRCS allows Certified Professional Crop Consultants (CPCC) to help farmers and ranchers implement their conservation plans.

With the ability to become Technical Service Providers, crop consultants and contract researchers will be able to render new services to existing clients or expand client bases.

In addition to the added level of service consultants can provide as TSPs, the opportunity enhances our profession and our organization.

At the MOU signing ceremony in Washington, D.C., June 23, 2003, NAICC President **Ray Young** reinforced the ability consultants will have to continue helping farmers be environmental stewards.

He said the NRCS would have a multitude of professionals who can help them implement conservation practices. "With 10 areas of proficiency to choose from, our members will go a long way in assisting NRCS with its enormous task of protecting the nation's soil, water and related resources," said Ray.

Ray relayed to the attendees at the MOU signing ceremony that CPCC-certified con-

sultants are experts in crop care, integrated pest management, integrated crop management, contract research and applications in biotechnology and sustainable agriculture.

"They are qualified by both education (minimum requirement for membership is a Bachelors of Science in an agricultural or related field) and specific experience (minimum requirement is four years) in agricultural research or in advising grower clients on how to integrate biological, cultural, and other alternative practices into their crop production programs," said Ray. "Most of our members exceed these minimum requirements."

Becoming a TSP through NAICC is simple:

1. Complete a NAICC TSP form to register and document your expertise in the service areas of your choice. You can sign up for as many as 10 service areas – more than any other MOU covers!
Upon request, NAICC will certify that CPMC participants meet the minimum NRCS requirements in the areas they've chosen and will submit a list to NRCS stating they are an approved source of services.
2. Visit your local NRCS office or go to the organization's Web site at www.nrcs.usda.gov to obtain your e-government user I.D. and password. Click on "electronic government" and then click on "register." (You can also do this at an FSA office.)
3. While NRCS is processing your registration information, NAICC will submit your

name to the NRCS Web master. Once you obtain your password, you can go to the NRCS Web site and update your resume. This will allow your profile to be posted on the NRCS Web site. Once you begin entering your information, the service areas you indicated on the NAICC form will automatically be loaded into your profile/resume.

NOTE: Steps 1 and 2 should be done simultaneously so that when you are ready to accomplish step number three your information will be available at NRCS headquarters.

Keep in mind that each state has its own guidelines and has the authority to strength-



Participating in the MOU Signing Ceremony were (from left): Allison Jones, Ray Young, Tim Case, NRCS Chief Bruce Knight, Al Averitt and NRCS TSP Coordinator Melissa Hammond.

en the national requirements. It is imperative that you work with your state and/or local coordinators to obtain pertinent materials.

The Mule Team vs. The Ox Team – Are We Motivated?

By Denise Wright

An old farmer had been plowing with an ox and a mule teamed together. One day, the ox said to the mule, "Let's play sick today and take it easy." But the mule said, "No, we need to get our work done."

The ox played sick anyway, and the farmer brought it fresh hay and corn and tried to make it comfortable.

When the mule came in from plowing that day, the ox asked how it went. "We didn't get quite as much done," the mule said, "But we did a fair stretch."

Then the ox asked, "What did the farmer say about me?" "Nothing," replied the mule.

Thinking he had a good thing going, the ox decided to play sick again the next day. When the mule returned from the field, the ox asked, "How did it go today?" "All right," the mule said, "But we didn't get much done."

"Well," the ox continued, "what did the farmer say about me?"

"Nothing to me," the mule answered, "But he did stop and have a long talk with the butcher." — Author Unknown

Every one of us has probably worked, at some point in our lives, with those who were less than energetic or who lacked the

ambition to take initiative, such as the ox in the story.

These people usually don't start out being lazy; they just get bored or burned out...or comfortable enough in their positions to take advantage of their employers and co-workers.

It usually doesn't even enter their minds that those who do show up when there's work to be done have to pick up their slack and end of working harder than they normally would have or should have.

Don't think those taking up the slack for the absent ones don't know what's going on either...and, more than likely, they know the butcher on a first-name basis too.

Being where you should be on a work day means a lot; accepting responsibility means even more. Everyone from the CEO on down needs to think like the mule. Companies need dependable, committed employees who can motivate themselves into getting the job done even when they might prefer to be doing something else.

And, although most of us are highly motivated by payday, this shouldn't be our primary source of motivation.

The "mules" (the steady, willing, get-the-

job-done employees) know how to motivate themselves before they encounter a bad day. They look at work differently, not as just a means of making a living. Their jobs (careers) are part of a quality life. Their particular blend of attitude, responsibility, cooperation and accomplishment make them a valuable asset in their organization.

"Mules" like their jobs and therefore perform well. If they find themselves getting too comfortable or in a rut, so to speak, they stubbornly pull themselves out. This quiet determination is a huge asset in a business. The ability to climb up and out of the quagmire is frequently the difference between success and failure.

"Mules" are worth their weight in gold, and don't confuse the reliable, day-in, day-out dependability with a lack of ambition and creativity. It's usually the mules that find the workable solutions to the everyday roadblocks. They know how things should work...

It's been said that "90 percent of life is showing up," but "mules" don't take the other 10 percent for granted. So...bring in the "mule team" if you really want to get the job done!

Mr. Cassidy

By Bob Glodt

It's common for most crop consultants to hire summer interns to help in scouting fields. In my case, at least, this gives me the opportunity to explore the generation gap — and a generation gap definitely exists

between my age group and the college students I hire.

Here is a true story of how wide that generation gap can be.

Just the other day I was checking a corn

field while my college-aged field scout, Chad, was writing up his notes in the pickup. After checking the field and returning to the pickup I was told by this individual that I had received a telephone call from "a Mr. Cassidy".

"Mr. Cassidy, I said, "Are you sure it wasn't a Mr. Carson?" He said, "No, it was Mr. Cassidy."

I thought to myself, "Cassidy, Cassidy, Cassidy, who could that be?" After thinking about the situation a few more minutes I asked my employee, "Could it have been Mr. Cleavenger?" He replied, "No it was Mr. Cassidy and I had him repeat his name twice."

He then produced a piece of paper where he had written the name "Cassidy", I said, "Well, I just don't know any Mr. Cassidy." I then began to think about it some more and thought maybe this is a potential new client and tried to think of who in the

world it could be.

After about another hour of pondering this over, I asked Chad, "Did you write down his number?" To which he responded, "No, he wouldn't give me his number but said he would call back." A little perturbed I thought to myself "That's just great."

Worried that I was missing a potential new client I inquired further, "Did he tell you his first name?" He said, "Yes, he did, but that is the part I'm not quite sure about and I was too embarrassed to ask him to repeat his name a second time. But, I could have sworn he said his first name was "Hopalong". I said to Chad, "You mean to tell me you think the name of the person

that called was Hopalong Cassidy?"

Straight-faced he said, "That is what it sounded like to me." Well, I immediately knew who had called — it was one of my crazy crop consultant friends from the next county over, Mike Bishop. The more I thought about this the harder I laughed. This kid didn't have a clue who Hopalong Cassidy was — how can that be??

Now I know why they refer to these kids as being from generation "X". Then I thought about it some more and couldn't help but feel lucky — I have a friend who can make me laugh when he is 35 miles away.

CAST Releases Report on Integrated Pest Management

Integrated Pest Management: Current and Future Strategies — a new report analyzing issues involved in pest control — has been released by the Council for Agricultural Science and Technology (CAST).

The report is about making informed choices that positively affect crops, animals, the environment and society. It examines the environment as a series of distinct but interlinked ecosystems, from crop and animal production systems to rangeland, pastures and forests and aquatic ecosystems and urban environments.

"Many of the technologies that now impact IPM simply did not exist two decades ago," the report's chair, Dr. Kenneth R. Barker, North Carolina State University,

explained. He said the concept of IPM has extended to include homes, businesses, schools and other public buildings, in addition to crops, animals and rangelands.

Included in the report is an assessment for the most appropriate pest control techniques for each ecosystem. Cultural practices, biological controls, conventional and new chemistry pesticides, transgenic pesticidal plants, precision application techniques and diagnostic tools all are considered.

Authors of the report identify seven key issues that future IPM strategies must address:

- Impact of biotechnology on agriculture
- Genetic diversity and pest adaptability

- Ecology-based management systems
- Increased understanding of microflora/fauna in the environment
- Training and technology transfer
- Government policies and regulations and the need for continuous assessment of strategy.

According to CAST, the release of the report is timely because invasive native and nonnative pests—including insects, pathogens and weeds—are posing new threats to the environment — at a time of increasingly restrictive regulatory controls.

The complete report is available at www.cast-science.org or may be purchased (\$50.00 plus shipping) by contacting CAST at 515-292-2125.



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