Worker Protection

One hot topic that the NAICC Governmental Affairs Committee and the board have been working on over the last few months is the Worker Protection Standards (WPS). EPA has sent the draft final rule to USDA and the Office of Management and Budget seeking their input on the final rule. (see related article below regarding NAICC’s input) We expect the final rule to be published this fall.

EPA proposed that the exemption for employees under the direct supervision of certified and licensed crop advisors be removed. There was no change to the crop advisor exemption, just for the employees. NAICC does not want the rule to change. NAICC encouraged EPA through its official comments (see NAICC website for official comments) not to make changes to the exemption currently in place for employees who are under the direct supervision of a certified or licensed crop advisor.

The crop advisor’s goal is to offer the most effective alternatives for pest management, resistance management and all other components of IPM.

They are responsible to the grower to provide the best and most economical recommendations and their employees are critical to providing these services. Certified or licensed crop advisors will NOT take risks when it comes to the employees’ safety, the grower’s bottom line or their own professional integrity.

If EPA should decide to require specific training for the employees of crop advisors to ensure that they understand the risks of entering and working in areas treated with pesticides, NAICC’s commented that training for new employees and annual refresher training should be adequate. Although certified or licensed crop advisors should cover the necessary precautions during employees training at the start of the season, NAICC would be willing to enter into discussion with EPA regarding training intervals and content that would recognize the workers’ existing experience and previous training, the nature of the duties of the employees and whether changes in duties have occurred since the last training.

Due to the training given to employees and the educational background and experience of the certified or licensed crop advisor, employees will be aware of the precautions required when in contact with crop that has been recently treated and should be exempted from the WPS requirements for provisions for decontamination supplies and emergency assistance and from following the labeling requirements for PPE for early entry. With advancements in technology, all employees have ample access to labels, Material Safety Data Sheets (MSDS), and safety precaution information through electronic data, the internet and direct access to the certified or licensed crop advisor.

The below chart is from page 80 of the HOW TO COMPLY publication from EPA. The yellow highlighted areas are the actions that employees would have to do if they lose the exemption. If the employee of a certified crop advisor exemption is lost, it would have a profound effect on the businesses of NAICC members.

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### Summary of WPS Requirements for Employers of Crop Advisors

<table>
<thead>
<tr>
<th>WPS Provision</th>
<th>Uncertified and Unlicensed Crop Advisor</th>
<th>Certified or Licensed Crop Advisor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Noncommercial (Employed Directly by Ag Establishment)</td>
<td>Independent (Commercial)</td>
</tr>
<tr>
<td></td>
<td>During Application</td>
<td>During RR1</td>
</tr>
<tr>
<td>Information at a Central Location</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Pesticide Safety Training &amp; Information</td>
<td>YES (handler)</td>
<td>YES (worker)</td>
</tr>
<tr>
<td>Decontamination Supplies</td>
<td>YES (handler)</td>
<td>YES (worker)</td>
</tr>
<tr>
<td>Emergency Assistance</td>
<td>YES (handler)</td>
<td>YES (worker)</td>
</tr>
<tr>
<td>Monitoring Handlers</td>
<td>YES</td>
<td>NO</td>
</tr>
<tr>
<td>Special Instructions for Handlers</td>
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<td>YES</td>
</tr>
<tr>
<td>Duties Related to PPE</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Worker About Application</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>Restrictions Prior to Application</td>
<td>NO</td>
<td>NO</td>
</tr>
</tbody>
</table>
Jim Steffel, James Todd and Allison Jones represented NAICC at the CropLife Spring Conference in April. With the theme, “Science Speaks,” the conference briefed these members on:

- Government Perspectives on Pollinator Health
- Endangered Species Act
- Office of Pesticide Programs: Today’s Work and Priorities
- Water, Contaminants and Policy
- Checking All the Boxes: Complying with Supplemental Distribution Requirements
- Trade Regulation and Impacts on Pesticides
- From Cell Culture to Humans: Modeling Kinetics - Understanding Human Relevance
- Stakeholder Perspectives on Pollinator Health
- OSHA Safety Data Sheets and EPA Labels: A Primer on Liability and Compliance

EPA and USDA officials were invited to attend the tradeshow held just prior to the start of the educational sessions. NAICC had a booth in the exhibit hall staffed by Jones, Steffel and Todd. According to Jones, “The traffic circulating past the booth was great. We met several new people from EPA and reconnected with others with whom we have worked. We also were able to connect with some of our NAICC Sustaining Members who were exhibiting as well.”

While in DC, the three NAICC reps met with EPA, USDA, Small Business Administration, Congressional Staffers and CropLife staff.

Ray McAllister and Janet Collins with CropLife visited with the group regarding the lack of research facility audits as well as WPS. Discussions are on-going within the GLP task force on how to proceed.

The trio met with Sheryl Kunickis, Director at USDA’s Office of Pest Management Policy, and Teung F. Chin and Jill Schroeder also with OPMP. This group is part of the interagency review of the WPS final rule. Discussion centered on the need to keep the crop advisor exemption intact for employees under the direct supervision of certified or licensed crop advisors.

Jim Steffel represented NAICC at the Insect Resistance Action Committee (IRAC) meeting. IRAC requested and was granted booth space and a spot on the Emerging Technology Session for the 2016 Annual Meeting.

Meanwhile James Todd and Allison Jones met with Keith Jones, with the House Ag Committee. The group discussed WPS and Waters of the US.

The three then attended a meeting at USDA with Diane Gelburd, Ph.D., Special Assistant to the Chief for Strategic Initiatives and Mark Rose, Gregorio Cruz, Terrell Erickson, Noller Herbert all from NCRS. They reviewed new NRCS Farm Bill programs as well as updates on TSP. (See article Learn About Conservation Grants Program in this issue)

Jim and James met with officials from EPA’s Biopesticides and Pollution Prevention Division (BPPD) and discussed the status of the Corn Rootworm Insect Resistance Management (CRW IRM) proposal. BPPD officials noted that the comments received, including those received from the NAICC, were helpful to BPPD in identifying the issues most important to growers. Most of the grower- based comments expressed concerns about restricting or mandating CRW management tools, such as soil-applied insecticides and crop rotation.

BPPD will convene several meetings with the Agricultural Biotechnology Stewardship Technical Committee (ABSTC) to discuss the proposal. All meetings related to the proposal will be summarized for the docket to maintain a transparent, open process. BPPD emphasized that no agreements or arrangements have been reached yet regarding the proposal. Meeting summaries can be found under “supporting documents” at http://www.regulations.gov/#docketDetail;D=EPA-HQ-OPP-2014-0805.

A meeting was also held with officials at the Small Business Administration (SBA). The group met with the SBA attorney working on WPS. SBA is also part of the interagency review for WPS and communicates to EPA on how the changes will affect small businesses, which includes the majority of the NAICC consultants and researchers.

As a result of this meeting, SBA requested that the three NAICC reps participate in a conference call the following week regarding the certification and licensing changes EPA is proposing to the applicators program.

Jim Steffel and Allison Jones staff the NAICC booth at the CropLife Spring Conference.

Jim Steffel visits with Lydia Cox, Ph.D., Director of Regulatory Affairs with Nichino America.
Yamaha RMAX UAS for aerial application, marking the largest (by

The FAA approved the Section 333 petition for the 218 pound

FEDERAL AVIATION ADMINISTRATION

The FAA approved the Section 333 petition for the 218 pound Yamaha RMAX UAS for aerial application, marking the largest (by weight) UAS approval by the agency to date. The petition, filed by Yamaha, permits four gallon aircraft to spray crops and fertilizer in the national airspace system. The FAA also chose, for the first time, to allow users with as few qualifications as a sport pilot certificate (requiring 20 hours of flight time) and a driver’s license to commercially spray pesticides.

ENVIRONMENTAL PUBLIC WORKS COMMITTEE

A compromise between both parties to revise the Toxic Substances Control Act (TSCA) cleared the Environmental Public Works Committee by a 3-1 margin in late April. The revisions allow the states to be co-enforcers of chemical regulations, modifying the factors when EPA designates a chemical as a “high priority,” and changing the safety standard to be consistent with existing law while clarifying the term “unreasonable risk” to be consistent with the standard.

EPA

State Pollinator Plans: The EPA stated that it has dropped its effort to develop a plan of action for reviewing and approving state pollinator protection plans. EPA would still like to see states develop pollinator plans and have offered their input if requested. State pesticide officials were concerned that an EPA approval process could possibly discourage states from establishing new efforts to protect commercial honeybees and other managed pollinators from pesticide uses. Five states currently have pollinator protection plans established and another 30 states have similar initiatives under consideration.

Inert Pesticide Disclosures: Several environmental groups have dropped their appeal of a lower court’s dismissal of a suit requesting the EPA to increase standards that would require the pesticide manufacturing industry to disclose inert ingredients in their manufactured products. The environmental groups stated they will continue with other options, including lobbying the EPA to create tighter guidelines. The court opinion stated the case was unjustified because the EPA already responded to the environmentalist’s petitions on two separate occasions.

Applicator Training Standards: New proposed rules would require pesticide applicators to be subject to new training standards; the request for the new rules has been submitted to the White House Office of Management and Budget. EPA states revised certification requirements are to provide further safeguards to workers applying pesticides as well as to the public and the environment. EPA further stated that non-regulatory training and educational efforts undertaken in the past have not provided sufficient protection. The proposed rule, according to EPA, would improve training and awareness of certified applicators of restricted-use pesticides. In addition, EPA states the proposed rules would increase protection for non-certified applicators who work under the direct supervision of a certified applicator.

The U.S. Senate is expected to vote on the Toxic Substances Control Act (TSCA) in June. The U.S. House of Representatives is expected to follow in a similar time frame with its own reform measure that could result in the President signing a law before the end of the year. The changes in the revision would allow states to be co-enforcers of chemical regulations, changing safety standards to be consistent with existing law, clarifying the term “unreasonable risk” and modifying factors when EPA designates a chemical as “high priority.”

Continued on page 4.
Three NAICC members will be selected for each leadership class “graduating” at the following annual meeting. With visits to other NAICC member’s facilities with participants in January at the NAICC Annual Meeting, followed by a trip to and enforcement agencies in relation to agriculture.

- Prepare leaders to be an effective resource for policy-makers
- Encourage networking and rapport among agricultural professionals
- Promote NAICC and agriculture
- Enhance leadership skills and personal development to achieve objectives:

  - Develop Your Leadership Skills through NAICC

With its mission statement, To help ensure agricultural sustainability by facilitating the growth of new leaders within NAICC, the NAICC Leadership Program (NAICCLP) is designed to develop aspiring leaders like you! The program has very clear objectives:

- Enhance leadership skills and personal development to promote NAICC and agriculture
- Encourage networking and rapport among agricultural professionals
- Prepare leaders to be an effective resource for policy-makers and enforcement agencies in relation to agriculture.

This exciting program consists of three modules that begin in January at the NAICC Annual Meeting, followed by a trip to Washington, DC with the Executive Board and attend the Crawfish Boil on the Hill. The program continues through the summer/fall with visits to other NAICC member’s facilities with participants “graduating” at the following annual meeting.

Three NAICC members will be selected for each leadership class with consideration given to geographic location and the person’s area of knowledge/expertise. All applicants must be a NAICC member in good standing. Find the complete details on the program including participant responsibilities, criteria for selection/participation, and the application form at this link < http://naicc.org/2015/05/naicc-leadership-program-2/>. Deadline is September 1.

The NAICCLP is sponsored in part by the Foundation for Environmental Agriculture Education, FMC Corporation, and AMVAC Chemical Company. We are looking for additional corporate sponsors to sustain the program. Please contact Allison Jones for more information.

Develop Your Leadership Skills through NAICC

WOTUS

A group composed of the leaders of the House Agricultural and Conservation Committee along with committee members of the House Conservation and Forestry Committee did not hold back on their comments after the May 27 release of WOTUS (Clean Water Rule). The group stated the new ruling further obscured the original intent of the Clean Water Act (CWA) by significantly increasing waters subject to federal jurisdiction. According to the Committee Leadership, input from states was ignored. The committee stated American farmers and ranchers concerns were not addressed. Agricultural commodity groups along with agricultural industry associations stated the final rule of WOTUS created burdensome and inconsistent standards that will place limitations on efficient production and does not provide for advancement of clean water goals.

The EPA has acknowledged that “science today does not establish that waters beyond those defined as “adjacent” to “significant” waters should be regulated”. Following the announcement, EPA and the U.S. Army Corps of Engineers claimed the rule does not create any new permitting requirements and maintains all previous exemptions and exclusions. The EPA news release stated the following: “In an historic step for the protection of clean water, the U.S. Environmental Protection Agency and the U.S. Army Corps of Engineers finalized the Clean Water Rule today to clearly protect from pollution and degradation the streams and wetlands that form the foundation of the nation’s water resources”. EPA claims that 117 million Americans obtain their drinking water from streams that lacked the clear protection of Clean Water Rules.

EPA and other agencies held more than 400 meetings across the USA and reviewed over one million public comments and listened, according to EPA, to perspectives from all sides. In addition, over 1,000 peer-reviewed and published scientific studies were considered. After extensive hearings, including those held according the opposing group.

Want to participate in the program?

You have three options:

1. Sign up for the program
2. Host a participant at your office/facility.
3. Donate $25-$500 towards the scholarship fund for participants.
**NAICC Partners with GAIAC**

**Global Alliance of Independent Agricultural Consultants**

The Global Alliance of Independent Agricultural Consultants (GAIAC) is a worldwide association formally incorporated in 2012 by independent crop consultants and researchers from across the world including members of the AICC in the UK and the NAICC in North America.

The NAICC and the GAIAC reached an agreement that all AICC and NAICC members can be pre-approved as members of the GAIAC. Membership in the GAIAC will be free for AICC and NAICC members in 2015.

To activate your free membership, go to www.gaiac.org/membership. The Global Alliance of Independent Agricultural Consultants (GAIAC) aims to promote the exchange of information, technology, techniques and experiences on a global basis which allows members to offer timely and pertinent services from a global point of view. GAIAC also aims to promote independent consultants and researchers in countries which have poor independent structures. For example, the GAIAC has already provided detailed advice in the formation of a French independent crop consultant association.

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**Learn About Conservation Grants Program**

The Conservation Innovation Grants Program drives innovation in natural resource conservation in conjunction with agricultural production, yielding benefits for farmers, ranchers, forest landowners and the American public. The USDA’s Natural Resource Conservation Service awarded the first Conservation Innovation Grants in 2004. Since then, CIG awardees have worked with NRCS, farmers, ranchers and forest landowners to develop the next generation of conservation approaches and technologies.

In the ten years that NRCS has administered the program, CIG projects have addressed a diversity of natural resource concerns, such as helping develop and demonstrate more efficient ways to manage nutrients, reduce on-farm energy use, increase irrigation efficiency and accelerate development of water quality trading and greenhouse gas markets. Visit the Grants Program at http://www.nrcs.usda.gov/wps/portal/nrcs/main/national/programs/financial/cig/ and see several examples of the impact that CIG projects have had on advancing technologies and approaches to natural resource conservation.

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**Richard L. Jensen, Ph.D. Memorial Scholarship Applications**

Applications for Richard L. Jensen, Ph.D. Memorial Scholarships are available at http://thefeae.org/jensen-scholarship/. We encourage you to share the application with your summer employees or college students working toward an Ag degree. Students working for NAICC members qualify for preferred status.

Three scholarships are provided by NAICC’s Foundation for Environmental Agriculture Education (FEAE):

- One $3,000 award is given to a deserving third-year student in Agriculture with a major in Crop Production or allied subject.
- Two $1,500 awards are given to deserving college students in Agriculture.

Application deadline is November 1, 2015.

The mission of the Foundation for Environmental Agricultural Education is to catalyze innovative education and training for current and future professional crop management practitioners including researchers and crop consultants.

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**Welcome, NAICC Cooperative Members**

Cooperative Members are not-for-profit associations that encourage and support the goals and activities of NAICC. We welcome the following new Coop members:

- The National Agricultural Aviation Association. Founded in 1966, NAAA represents approximately 1,900 members in 46 states. NAAA supports the interests of small business owners and pilots licensed as professional commercial aerial applicators who use aircraft to enhance food, fiber and bio-fuel production, protect forestry and control health-threatening pests. Primary contact is Andrew Moore, Executive Director, 1440 Duke Street, Alexandria, VA, 22314, admoore@agaviation.org.
- National Potato Council. The National Potato Council is the advocate for the economic well-being of U.S. potato growers on federal legislative, regulatory, environmental and trade issues. Primary contact is Steve Holton, Director of Public and Corporate Relations, 1300 L Street NW, Washington D.C. 20005, steveh@potatocouncil.org.

www.naicc.org
The NAICC Annual Meeting continues to be the premier place to network and obtain timely training information for GLP and GMO professionals. The QA Corner is your place for the highlights! Please visit http://naicc.org/meetings/2015-annual-meeting/ for the program held January 19-24, as well as 13 presentations in PDF for the combined Researcher Track II and QA Track III. You will find them valuable in your training as a new or experienced field and laboratory GLP professional. Big thanks to all of the speakers who made their presentations available for all of NAICC membership. Mark Tumey, Encore Innovations, LLC, was the 2015 annual meeting program co-chair representing the QA membership. We appreciate and applaud the endless hours he invested in making this meeting a huge success.

This month, the QA Corner will focus attention on the goals and accomplishments of Applying GLP Fundamentals for Research and Quality Assurance Professionals, a training program held before the Annual Meeting. Training was available for everyone in the GLP arena from sponsors, analytical labs, field test sites and independent QA companies. The program had record attendance in 2015 with Basic module (51), Advanced module (48), and Field module (21).

Plan to attend the pre-meeting GLP training in 2016!! The Field Training Application module will be replaced with a Sampling module. The Advanced module will be a refresher GLP course. Basic will be similar to 2015 with some new content added. The Advanced and Basic were sold out in 2015, so register early. Look for more information in upcoming newsletters.

GLP PROFESSIONALS’ TRAINING TESTIMONIALS

Dr. Stuart Falk joined NAICC as a field researcher and is the Owner/Principal Investigator at Falk Agricultural Research, LLC (FAR) in Marysville, OH. His wife, Kate, is the archivist and a member of the QAU. FAR conducts efficacy and GLP residue studies on corn, soybeans, wheat, alfalfa, vegetables, pomegranate, stonefruit, berries and turf in Ohio and Michigan.

Stuart: “This was my second annual meeting, having joined NAICC just prior to the 2014 meeting. I was looking forward to attending the pre-meeting GLP training module on “Field Techniques for GLP Professionals” to gain some hands-on training for my role as field applicator. I would absolutely recommend the module to those new to making field applications. For me, it reaffirmed my methodologies and gave me renewed confidence for the upcoming spray season. I found some of the training techniques used by the experienced applicators to be very useful and I will adopt some of these into my own practices. Finally, the formulas and worksheets provided will be useful reference for many years.”

Kate: “I attended the 2015 Reno NAICC meetings to gain a better knowledge and understanding of what is expected of me as an archivist and QA. I found the seminars quite informative and would highly recommend said meetings to anyone interested in learning about the duties required for this field of work. The pre-meeting GLP training module was most helpful, especially the mock data sheet. The other QAs I met were helpful at the meetings, offering emails for further correspondence and mentoring if such need arises.”

PRE-MEETING GLP PROFESSIONALS’ TRAINING SUCCESS

The membership of NAICC gratefully acknowledges and thanks the immense contributions of the following volunteers who made the pre-meeting GLP training a huge success! The meeting has now become a regular event and adds significant drawing power for meeting attendance by researchers and their QAs. As you’ll see below, we have a broad spectrum of skill sets and companies represented in the Principal Investigators and QAs who volunteer as leadership and trainers/facilitators.

A big hand clap thanks to Lisa Wheelock-Roney (Great Lakes Ag-Research Service, Inc.), chair of the 2015 Research/QA Education Outreach Committee (GLP Training committee). Also, a hearty THANKS to the management of the organizations listed, because they allow, encourage and support this volunteer effort.

Based on participant feedback, the format has evolved over time to best serve the educational needs of the regulated community. The following modules (goals and accomplishments) were offered in 2015:

Basic GLP Training was geared toward individuals with 0-3 years of experience using a fun, interactive overview of the GLPs. By Annette Leslie (DuPont Pioneer): Our goal was to reach anyone that may be experiencing the GLPs for the first time or has recently been moved into a more “intense” GLP environment and needs to go “back to the basics” of GLPs. We had hoped that this course would appeal to the many PI’s that now run their own facility, a PI that has moved into a QA role, or a newly-hired QA that has never experienced a GLP environment. The course was designed to have interactive time with plenty of opportunities for asking questions and take-home material for future reference.

We accomplished exactly what we set out to do. We had fun answering questions from a crossword puzzle, finding data errors on a poorly documented worksheet, as well as learning about the history of the GLPs and why they are so important and what some of the challenges were in the industry early on that caused certain requirements to be prevalent. We touched on all aspects of the GLPs from roles and responsibilities to archiving.

Continued on page 6.
Continued from page 5.

The education committee received positive feedback from those who attended. Members/trainers of the Basic module were Annette Leslie, DuPont Pioneer; Tracey Froggatt, Dow AgroSciences; and Angela Dawson, EPL-Bio Analytical.

Advanced GLP Training challenged GLP knowledge with real life scenarios to help participants think outside the box. By Mark Tumey (Encore Innovations, LLC): A portion of the Advanced GLP Training was devoted to review and discussion of unique GLP situations, where there may or may not be a clear black and white solution. Various scenarios were discussed at individual tables, led by a table moderator. Each table group then presented a scenario and solution, and discussion was opened up to the room. Some 20 scenarios were reviewed in approximately 2 1/2 hours.

The second portion of the Advanced training focused on GLP issues between field and lab. Cecil Dharmasri gave a presentation with time for discussion and Q&A. The discussion was led by Cecil, Kathy Richards, and Lance Sandvik.

Thank you to Mark for leading the general session, and to those who volunteered as table moderators: Deb Wallace, Bayer CropScience; Kathy Richards, California Agricultural Research, Inc.; Cecil Dharmasri, Bayer CropScience; Renee Daniel, Perspective Consulting, Inc.; Valen Straub, LABServices; and Lance Sandvik, Valent U.S.A. Corp.

Practical Field Workshop By Lisa Wheelock-Roney (Great Lakes Ag-Research Service, Inc.): Participants worked through a protocol, calculated application rates, and practiced making an application with a backpack sprayer. Application Module trainers and volunteers were Dan Ramsdell, TJ Brooks, Tim White and other staff of Crop Management Strategies, Inc. who also shipped their spray equipment; Bryan Schmid, MOARK Agricultural Research, LLC; Paul Toll, Blue River Quality Solutions LLC; Deb Green, Advantage Quality Services; Lisa Wheelock-Roney, Great Lakes Ag-Research Service, Inc.; and Debra Keenan, Research 2000 (supplied CO2 cylinders).

DOW AGROSCIENCES SPONSORS QUALITY ASSURANCE NETWORKING LUNCHEON

The NAICC greatly appreciates the continuing support of Dow for this event with special thanks to the year-long contributions of Tracey Froggatt and Cathy Peacock. If you are interested in being or obtaining a mentor, please contact either Tracey (tfroggatt@dow.com) or Cathy (clpeacock@dow.com).

By Tracey Froggatt and Cathy Peacock: Since 2010 Dow AgroSciences has sponsored a Quality Assurance (QA) Networking and Mentoring luncheon, it has steadily grown in numbers. The purpose of the luncheon is to bring together QA professionals from all GLP disciplines, e.g., lab or field, in order to provide the opportunity to network. The luncheon enables newer QA’s to identify a mentor who can be a source of information and support as they begin their work.

The 2015 luncheon was well-attended by approximately 50 QA professionals, who shared experiences amongst each other at their table. After lunch, the question was posed to all the attendees, “What do you wish you had known when you first began the role as a QA auditor?” The answers were collected and will be used as part of the 2016 training session.

Information and Technology Transfer Postharvest Specialist (#121089)

Washington State University (WSU) is seeking a full-time, 12-month, temporary, non-tenured track, faculty position located at the Washington State University IAREC in Prosser, WA. Required: M.S. or Ph.D. in Horticulture or related plant sciences discipline with a background in postharvest research and/or management of temperate fruit crops, especially apple, pear and sweet cherry and other stone fruit; ability to travel and work occasional weekend and/or evening hours; must have, or able to obtain at time for hire, a valid driver's license. Application screening begins July 13, 2015. For a full description of the position and to apply, please visit: https://www.wsujobs.com/postings/18807.

For questions about the position contact Dr. Desmond Layne, 509-663-8181 Ext 233, desmond.layne@wsu.edu. EEO/AA/ADA.