



NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS

A Professional Society Representing the Nation's Crop Production, Research Consultants and Quality Assurance Professionals

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FROM THE PRESIDENT

#LETSTALK Mental Health

by Grant McMillan

Over the past number of years, there has been an increased awareness towards mental health in agriculture, and rightfully so! The agriculture industry is dynamic, and growers

are at times under extreme pressure dealing with factors of which they have little control. I personally know a farmer or two that struggled, and the outcome was not what it should have been. The consulting world is no different. We inherit the problems of our clients and are expected to provide solutions to their problems. We are often expected to perform miracles to keep a program moving forward, with the expectation that we cannot be wrong in our advice. All of this on top of running our own business and taking part in family activities.

Mid-summer, I got a call out of the blue from a researcher I have not heard from for some time. Almost immediately after I said hello, the caller spent a good five minutes telling me about the various stresses they were dealing with as the result of business struggles caused by weather, personnel and clientele deadlines. At one point this person was very forward and said, "By the way Grant, this is a mental health call!" For me, this call, too, was a timely one as I was having a difficult period navigating the daily stresses of my season. Our call lasted a good 20 minutes. In the end it did us both good to hear that others are dealing with the same problems, and it provided an outlet and a sounding board for both of us.

Traditionally in the past, this type of conversation would have been classified as a sign of weakness and perceived as whining or incapable of doing the job. But as the workplace evolves, and knowledge is gained about the importance of mental health and the importance it plays in a person's longevity and well-being, we know better. It has become more accepting and encouraged to have these discussions as they are a sign of strength!

I have been a researcher consultant for 20 years and feel I have built up a good tolerance to the stresses this job can bring to the table. Often, I find that by Thanksgiving, I can take a breath, and that by Christmas I can breathe. But I will not lie that the cumulative sum of stresses caused by short staffing, weather and other pandemic-related factors during the past three seasons has pushed me to an extreme. The only thing getting me through stressful times is by talking to my peers, family and colleagues and I encourage you to do the same to catch your breath too!

HAPPENINGS ON THE HILL

by Allison Jones

Pesticide Registration Review Deadline: EPA's Status Update and Plans for Remaining Work

The U.S. Environmental Protection Agency (EPA) is sharing an update on its progress in meeting the Oct. 1, 2022, Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) pesticide registration review deadline for the 726 pesticide cases registered before October 2007. Pesticides without finalized review as of this deadline can remain on the market and be used according to the product label. EPA affirms its aggressive plan to review all remaining pesticide cases and issue decisions to protect humans, endangered species, and the environment, while providing pesticide users with predictability about the legal status of pesticides in registration review.

[CLICK HERE](#) for EPA's complete press release.

PRIA 5 Negotiations Making Headway

The Pesticide Registration Improvement Act (PRIA) Coalition and a several eNGOs have reached a tentative agreement of PRIA 5 legislation. Under the agreement industry paid fees will increase by 30%, but the bill will include a lot of accountability and process improvement measures to ensure that EPA meets registration deadlines.

This unique coalition consists of the registrant community (including both agricultural and non-agricultural uses, antimicrobial companies, large and small companies, biotech companies, and biopesticide manufacturers) and labor and environmental advocates.

The Consolidated Appropriations Act of 2004 established a new system for registering pesticides, called the Pesticide Registration Improvement Act, or PRIA. The new section 33 of the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) created a registration service fee system for applications for specified pesticide registration, amended registration, and associated tolerance actions, which set maximum residue levels for food and feed.

The Environmental Protection Agency (EPA) was required to make a determination on the application within the decision times specified. Fees covered 90 different categories of registration applications. PRIA also provided funding for worker protection activities.

CropLife Allies Program

Governmental Affairs Chair James Todd and NAICC EVP Allison Jones were invited to the CropLife America (CLA) Annual Meeting. As CropLife Allies, NAICC partners with CLA and Responsible Industry for a Sound Environment (RISE) on governmental affairs issues as well as industry matters.

In addition to the annual business meeting and awards given at the meeting, there were education sessions centered around state and federal regulations, looking at what the political landscape after the November 8 election. Former Senators Heidi Heitkamp from North Dakota and Saxby Chamblis from Georgia gave an overview of the state of government and where the agriculture and pesticide industry fits in. Other speakers represented different stakeholder perspectives on the pressing federal and state policy priorities in the pesticide industry. They discussed opportunities and challenges on topics including the Farm Bill and how it fits in with federal policy priorities, ongoing regulatory advocacy with stakeholders, and a focus on critical state policies and the work that's being done.

Navigating Regulation and the Midterms was the topic of EPA's Agriculture Advisor Rod Snyder. He spoke about EPA's priorities and political analysts from both sides of the aisle as we approach the midterm elections. He also updated the group on the EPA release just that day regarding pesticides that do not have finalized reviews as of the October 1 deadline can remain on the market and be used according to the product label.

Attendees also heard from representatives from agriculture focused student organizations, who discussed how they have grown their advocacy programs for the next generation and what issues they will focus on in the coming year. Todd and Jones visited with representatives and discussed how NAICC could work with them to develop the future of agriculture leaders through internships, meetings and networking.

Congratulations to Dr. Ray McAllister for receiving the CLA Lifetime Achievement Award. Ray is a loyal friend to NAICC and has worked with NAICC and EPA's Office of Pesticide Programs on issues pertaining to PRIA and compliance issues for NAICC research and quality assurance members. McAllister is globally recognized for his expertise in the field of pesticide

regulations and trade. NAICC salutes Dr. Ray McAllister for his many years of service to agriculture.

2023 ANNUAL MEETING KEYNOTE SPEAKER



Michelle Miller, The “Farm Babe”

Hi, I’m Michelle! I grew up involved in 4-H, horse riding, and doing chores on my friends’ grandparent’s farms in Wisconsin, but when my high school aptitude tests told me to go into farming, I headed west for college and a career in fashion.

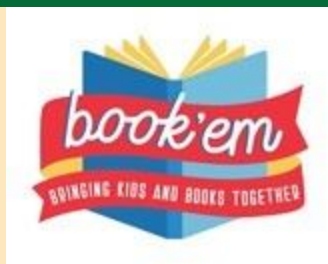
After working for Gucci On Rodeo Drive in Beverly Hills and spending a number of years in downtown Chicago, I bought into organic, grass-fed, “Monsanto is the devil” food idealism.

After finishing my goal of traveling the world and visiting all seven continents, 67 countries, by age 30, I became fascinated with culture and learning where our food comes from. I ended up living with and dating a commercial scale farmer in Iowa for nearly eight years and it was there where my social media advocacy platform, The Farm Babe,” was born in 2014. After learning the real truths of modern agriculture firsthand, I began debunking the myths I once believed in as a former city girl.

Farmers, ranchers, and the story of our food origins have an amazing, uplifting story to tell, and my mission is to give them a bigger voice in the food space. Consumers today are bombarded with misinformation, misleading marketing tactics, food labels, and activist agendas. So, I work to bring real, unbiased education and facts from real farmers and leading industry experts.

Today, I reside on 17 acres of farmland where I'm connected to leading agricultural professionals and continue to learn science and food security and advocate for all around the world. I'm happier than I've ever been to get back to my "roots" of being involved with animals and farming and have gone from being skeptical about food to sharing my passion for modern agriculture! I've literally gone from Rodeo to the Rodeo and wouldn't have it any other way.

NAICC Community Service Project in Nashville



by Karla Jensen

As you book your flight or book the hotel for the upcoming 2023 NAICC in Nashville this January, consider one more important booking. First Lady Lori McMillan has chosen "Book'em" as the NAICC 2023 Community Service Project. We'll all be bringing new, like-new, or gently used children's books in great condition to share with Nashville's underprivileged children.

Each year, Book'em places reading volunteers in dozens of classrooms in Nashville's inner city and gives tens of thousands of books to underserved children through partnerships with 160 schools and community organizations. The majority of these books are donated. Last year alone, Book'em distributed nearly 193,841 books to area children.

Book'em's mission is to create a more literate Nashville and ignite children's passion for reading through book ownership and enthusiastic volunteers. They envision a future where Nashville's children all own books and know first-hand the joy and value of reading. This is where we can really make a hefty contribution. Please consider bringing your donations with you to Nashville and

drop them off at registration. They prefer new or like-new books for children from infancy through high school, with the biggest need falling between pre-school and 8th grade. Picture books, chapter books and board books are all welcome, along with graphic novels, comics, and unused activity books.

Thanks to Lori McMillian, we can make an important impact on children where we gather. One book or 10 will go a long way in helping Nashville's youth. If you are short on space, you can also make a one-time or monthly cash donation. For more information on Book'em, log on to bookem-kids.org. Get book savvy this January in Nashville, literally.

REGISTRATION IS NOW OPEN

Visit with old friends and make new ones as NAICC continues to grow our membership and meeting attendance. Come join our talented ag professionals...our industry's greatest and most influential leaders. [CLICK HERE](#) for registration, schedules and more information.

Looking for a way to increase you Company's brand awareness? We have several sponsorship opportunities to fit any size budget. [CLICK HERE](#) to see a complete list or email allisonjones@naicc.org for more information.



NASHVILLE

**2023 NAICC
Annual Meeting &
AG PRO EXPO**

Omni Nashville Hotel

January 23-27, 2023

For information visit
www.naicc.org

NAICC 45th Anniversary
1978-2023

WOMEN IN AGRICULTURE

Women in Agriculture is a new series in the NAICC News, spotlighting female NAICC members who have contributed to NAICC and US agriculture. Our forth article focuses on Renee Daniel.

The QA Side of Research

by Ronda Payne



It wasn't a burning desire that led Renée Daniel to chemistry, it was the pursuit of fun.

Renée Daniel didn't know what she wanted to do in terms of a vocation. She went to a community college with designs on being a pharmacist, but the school counselor advised that this would take many years.

Despite this, or perhaps because of it, in one of her last semesters of community college, she signed up for a chemistry course.

"I thought it was pretty fun," she says.

After receiving her Associate of Arts degree, she transferred to a university to major in chemistry, but having already taken all the general education of the AA degree, taking the necessary chemistry courses in university program's order wasn't meeting her needs. She grew impatient, waiting to find if she'd even like working in chemistry, with two years still to go. Then, one of those great coincidences in life happened – she was reviewing the postings on the job board at school and saw one that caught her attention.

“There was a posting for a chemist at the same company where my dad worked,” says Renée. “I applied and I got the job. I went back later to finish my bachelor’s degree – with honors – in chemistry when the company paid for it.”

She assumed that if she found the job fun, as she had the initial chemistry course, it was meant to be. Sure enough, she’d found the right challenge to appeal to her brain and interests. At first, she worked in a lab as a chemist, but in time, she started doing quality assurance. This eventually led to self-employment.

“I started my own company, Perspective Consulting, in ’94,” she explains. “There aren’t as many labs as there are field sites. In order to get the business going, that’s what needed to be done.”

So, she stopped doing chemistry itself and focused on looking at the data others were generating. She created her own consulting firm to meet that need. That’s where most of the work was – doing field work in QA as a consultant to sponsor companies although lab inspections and audits were also conducted. That makes Renée a little different from the majority of others in NAICC, although there are others in the organizations who perform similar duties.

“Visiting these research studies on the farms, we inspect them and ensure the research regulations are being met,” she explains. “We observe the research they are doing and audit their data to give the quality assurance.”

She enjoys chatting and visiting with field researchers and spending time with people outdoors while doing the work required. It’s a simple pleasure in today’s hustle and bustle lives. A connection to studies she cares about and people she enjoys.

In addition to QA work, she also inspects sites based on USDA regulations as needed and also provides inspections of facilities and stewardship programs for operations that need these aspects. She is one of the individuals who is certified to provide ETS stewardship audits.

“We inspect them and ensure the research regulations are being met,” Renée says.

Watching more QA people join NAICC has been important to her. She’s seen how supportive the members are and wants others to experience that same

camaraderie. She hadn't missed an annual meeting since before she became a member in 1997.

"NAICC members are always willing to do anything to help you," she says. "If it wasn't such a close-knit and fun group, I probably wouldn't feel so attracted to it."

The big draw to NAICC is the people, but it also gives her an opportunity to give back to others. Renée helped implement separate QA sessions at the annual meeting in 2007 and has continued to participate in them as way to bring further education to QA professionals. She has served on the board in the past and found that it helps in keeping QA professionals' ideas represented within the scope of NAICC activities and policies.

Why NAICC?

By Clark Poppert, CPCC-I, CCA

As President Elect, I want other ag practitioners to benefit from membership in a professional organization as much as I have over the last 26 years that I have been a member of NAICC. NAICC is where I hang my hat and here are three reasons why.

First, networking. Networking was the initial draw for me to NAICC and it is still one of the most coveted items on this list. Networking with consultants around the United States and Canada opened up a whole new world of information and knowledge to me. A great example of this was when Palmer Amaranth was becoming resistant in the Southeast U.S. I examined what herbicides had been used in that area and what worked and didn't. When resistant Palmer finally made it to southeast Nebraska, I already had a plan in place because of the information that was exchanged in hallway discussions. This information was extremely valuable because I was able to share that information with area consultants. This shortened the learning curve substantially.

Secondly, certification. In 1996 I had no desire for certification, but in time I realized that there was a blanket covering certification and that there were few levels to reach. Nor were there many choices just for consultants. It seemed as if you could pass a test, you would become certified, and everyone was on

the same level. There was not a lot of options for a consultant to become certified beyond that level. The NAICC has a certification program that fit what I was looking for. The Certified Professional Crop Consultant – Independent (CPCC-I) was and is the upper level in certifications for crop consultants.

I sometimes ask myself why do more consultants not have their CPCC-I. The reasons I can come up with are that it's not mandatory, takes time to keep track of hours, the cost and does it increase my income? For me, the reason to become certified was that I wanted to differentiate myself from other agricultural workers, and I wanted to be the best professional I could be. The cost is low, and it actually doesn't take much time keeping track of your hours. So, it was a no brainer for me.

Lastly, engaging in politics. Political issues were by far the least of importance of the three advantages when I joined the NAICC. I really didn't enjoy politics, nor did I ever think I would enjoy lobbying but found I did once I was there. I realized that we're not lobbying, we're **teaching**. It is impossible for your representative to know everything about everything. That is where we step in. NAICC has a wealth of knowledge concerning agriculture and with the membership numbers, we can be a prominent influencer when it comes to decision making in Washington, DC. The NAICC features a Governmental Affairs Committee that monitors the topics that concern us in agriculture in our nation's capital. Topics that we have recently discussed in Washington have been but not limited to: Worker Protection Standards (WPS), FIFRA, Water of the US (WOTUS), Endangered Species, Carbon Markets, Bio Stimulants, and the Farm Bill. We represent the interests of agriculture for agriculture on the highest levels.

State affiliates are very important to the survival and the influence of the NAICC on the national stage. I am a member of NICCA which is the Nebraska Independent Crop Consultants Association and the 2022 President Elect for the NAICC. I believe being a true professional not only means that you assist your clients in the field and at home, but also in your ability to solve problems for them before they become problems by networking. Certification pushes you to be a better consultant by staying on top of current and future issues that concern agriculture by attending educational sessions and becoming enlightened.

Political issues could be the most important of these because of the amount of people, acres and money that it affects. Becoming a member of the NAICC or

your state affiliate is the next step in professionalism you can take. Now is the time to take that step!

To join NAICC or renew your dues, [click here](#).

NAICC Mourns the Loss of Member Jeff Alicandro

It is with great sadness we report the passing of Jeff Alicandro. Jeff was a long-time member of NAICC. Well known to NAICC consultants and researchers working in apples across the US and Canada for his weekly newsletter, expertise, and communication skills, often a speaker at the Portland Fruit Conference and other meeting relating to deciduous fruit production. Jeff will be missed throughout the industry. [CLICK](#) here to view his obituary.

FEAE SCHOLARSHIP OPPORTUNITY

The Foundation for Environmental Agriculture Education (The FEAE) is on a mission to support the next generation of Ag professionals. The FEAE provides five scholarships each year to students (graduate and undergraduate) who major in Crop Production or an allied subject. To find out more on these scholarships and how to apply, all interested students should visit our Foundation website below. The deadline for application for next year's scholarships for the 2023 school year is December 1, 2022.

Learn more [click here](#).

NEW MEMBER SPOTLIGHT

NAICC New Member Profile Kaitlin Hadaway

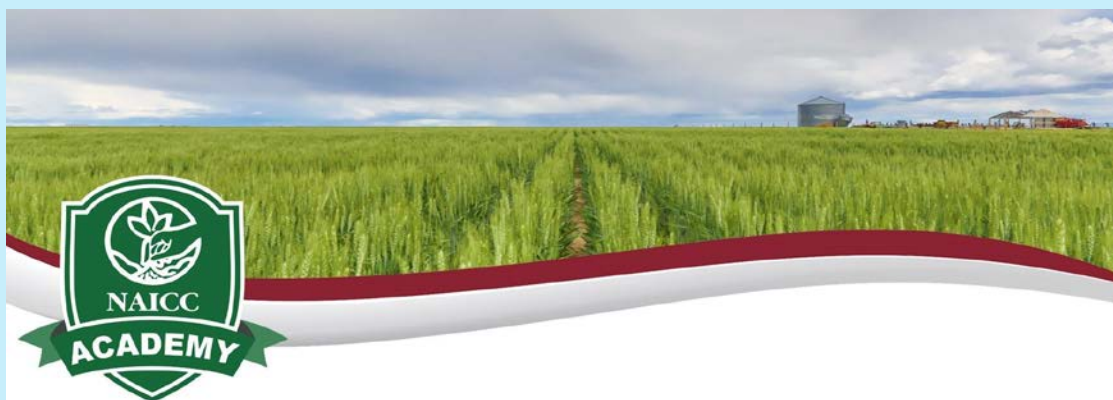
Kaitlin Hadaway, new contract research coordinator at Agrimanagement Inc. Yakima, WA, is exactly the kind of valuable committee member the NAICC

loves to welcome. Hadaway recently joined the Research Education Committee in January at her first NAICC in Orlando. “I wear all the hats involved with CRO work for my company,” shared Kaitlin, “From protocol development, experimental design, data collection and analysis, and report writing.” She is excited about contributing and learning.

Hadaway’s passion for agriculture blossomed in FFA as a high school student. “I then attended college to focus on biotech and plant pathology. I discovered I really enjoyed research,” she added. She then pursued her master’s degree in Plant Pathology through Washington State University. In January of 2021, she joined the team at Agrimanagement. “We have a young research program so building our program with new equipment and grower relations can be a challenge,” revealed Kaitlin. Their company relies heavily on partnering with established fields to complete their work.

Smart phones have transformed the way employees in Ag communicate. “I couldn’t do my business without my phone,” shared Kaitlin. “It’s how I connect with clients and grower operators quickly, whether it be by email, text or calls.” In terms of advice to others who are entering similar fields, she remarked, “Take advantage of those around you who know more than you. Take time to learn from them. You don’t have to be an expert in something to be successful. It’s great to know others are there to help.”

If Kaitlin had extra free time, she says she’d escape on a camping trip with family to the Winthrop, Washington area. As for a great quote to live by, hers come from a former Ag teacher. “If you’re five minutes early, you’re already ten minutes late,” a famous quote from Vince Lombardi.



NAICC ACADEMY WEBINARS

Click on the links below or go to <https://naicc.org/naicc-academy> to sign up!

2022 On-Demand Webinars

[Basic GLP Training](#) – \$125

[Carbon Markets 101](#) – \$75

[Inside Out – What Goes on Inside the Mind of an Auditor?](#) – \$75

[New Technologies in Agriculture](#) – \$75

Free Videos

Worker Protection Standards:

[How to Comply](#)

[WPS Training Videos](#)

2021 On-Demand Webinars

[2021 Hot Topics in Midsouth Ag](#) – \$25

[2021 Hot Topics in Midwest Ag](#) - \$25

[Efficacy Research Workshop](#) – \$100

[GAIAC Presents: Fall Armyworm/Precision Ag/Business Management](#)– \$75

[Nutrient and Carbon Trading](#) – \$25

[Virtual Auditing – Sponsor and CRO Perspective](#) – \$50

[What's the Deal with GLP Equipment?](#) – \$50

Become an NAICC Academy Sponsor

NAICC is looking for 2022 Academy Sponsors. Gain exposure for your business by having the opportunity to showcase your Company's name and products/services in front

of over 700 independent crop, researcher, and quality assurance consultants. This is a great way to make the most of your advertising dollars while giving back to our organization and allowing members alike to further educate themselves on our great industry other professional development topics.

Sponsorship Information



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TRIVIA QUESTION

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Last Month's Answer:

Brazil



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Buy and Sell Equipment on the NAICC Website

Have something to sell? Looking for a specific piece of equipment? Check out the [NAICC Member Marketplace](#). Log in to [Members Only](#) portal on the NAICC website and scroll down to the NAICC Member Marketplace. Choose **Items for Sale** or **Items Wanted**. It is just that easy.

Thank you to the Newsletter Committee for putting this issue together:

Rachel Lightfoot, *Chair*, Amalia Easton, *Co-Chair*,
Laurie Bennett, Jo Gillilan, Karla Jensen, Renee Minion

If you would like to submit an article or have a suggestion for the *NAICC News*, please contact [Rachel Lightfoot](#) or [Allison Jones](#).

NAICC

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