



Golf Course Superintendents

Association OF NEW ENGLAND, INC.

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December 1999

GCSANE pioneers Cassidy & Blake nurtured organization's steady growth

Phil Cassidy says he wants to live forever. Mission impossible? Phil doesn't think so. So far, he's still on target. In February, the venerable lifetime member of the Golf Course Superintendents Association of New England will celebrate his 94th birthday. Therefore, at a just-turned 75, compared to Phil, the GCSANE is a veritable youngster.

Incidentally, there is no GCSANE, B.C. (Before Cassidy). He's been to all its birthday parties, even kept it out of harm's way in the form of extinction by keeping it alive during the turbulent World War II years. All of which makes Phil the man to see when tracing the association's history.

"I would have done anything to keep the association going," Phil said in a recent conversation. "Someone had to send out the mailings, arrange for meetings and get the *Newsletter* out on time. I'd just been reclassified in the draft. I was three years

over the age limit, so I had this thing on my mind. A lot of superintendents had gone into the service. Some, like myself, had taken jobs in defense plants. I just felt duty-bound to see to it that the association didn't dissolve."

Because of Cassidy, the GCSANE remained intact. "Oh, it wasn't all that easy, either," Phil informed. "Golf was put on hold in most places. I even quit my job at the Needham Golf Club and went to work at Raytheon. So, there I was, not even a super on the job but trying to save the association. It took a lot of hard work and a lot of support. I got that from my wife, Viola. She always has been behind me in everything I did. She's the reason I'm still here. That's the kind of wife she's been."

The GCSANE has been a source of inspiration also. Cassidy says it always has been close to him because it pulled the superintendents together and established a common goal for them, to gain the respect and recognition other professional organizations had been tendered.

"You know, all of that work away from Raytheon, most of it at night to make sure the association carried on, almost went up in smoke after the war," Phil told. "I had been there for three years and had a chance to stay on in a permanent position. It was very tempting. I'd been offered the head job at Weston Golf Club but it meant taking a hundred-dollar a week pay cut. I asked Viola what she thought but she left the decision to me. Naturally, I went on to Weston where I stayed 27 years until I retired."

Through those years Cassidy became very active in the association and even ventured to the national level where he served on the board of directors. That in addition to becoming GCSANE president.

"Golf always has been my life," Phil said. "I loved working on the golf course, loved playing the game and loved being part of an association that served a great need in all of us. I was so wrapped up in

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"Golf always has been my life. I loved working on the golf course, loved playing the game, and loved being part of an association that served a great need in all of us. I was so wrapped up in course maintenance that I cut fairways at Wellesley a couple times a week after I retired."

***Phil Cassidy
70-year GCSANE member***

**PRESIDENT**

Kevin F. Osgood
14 Inman Lane, Foxborough, MA 02035
617-630-1950 Fax 617-969-8756
Newton Commonwealth Golf Course

VICE PRESIDENT

Robert Ruzsala
69 Gellinas Drive, Chicopee, MA 01020
413-256-8654 Fax 413-594-4571
Hickory Ridge Country Club

SECRETARY

James Fitzroy, CGCS
357 W. Squantum Street, North Quincy, MA 02171
617-328-1776 Fax 617-328-9479
Presidents Golf Course

TREASURER

Michael V. Iacono, CGCS
42 Newton Street, Weston, MA 02493
781-899-7913 Fax 781-647-0602
Pine Brook Country Club

TRUSTEE

Arthur Silva, CGCS
35 Pennacook Road, Tewksbury, MA 01876
781-484-5440 Fax 781-484-6613
Belmont Country Club

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David Comee
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978-297-1223 Fax 978-297-0911
The Winchendon Golf Club

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978-475-6638 Fax 978-475-9488
Andover Country Club

FINANCE CHAIRMAN

Daniel Higgins, CGCS
68 Hutchinson Road, Winchester, MA 01890
781-729-3809 Fax 781-721-1561
Winchester Country Club

GOLF CHAIRMAN

Michael J. Hermanson
P. O. Box 145, Gardner, MA 01440
978-632-2713 Fax 978-632-2713
Gardner Municipal Golf Course

EDUCATION CHAIRMAN

Ronald P. Dobosz, Jr.
1137 Park Street, Stoughton, MA 02072
781-341-8564 Fax 781-341-8564, *51
Cedar Hill Golf Course

NEWSLETTER CHAIRMAN

Russell Heller
59 Park Street, Melrose, MA 02176
978-256-5664 Fax 978-256-5664
Chelmsford Country Club

PAST PRESIDENT

Robert DiRico, CGCS
326 Fuller Street, West Newton, MA 02465
617-527-6968 Fax 617-527-0069
Brae Burn Country Club



GCSANE Headquarters
175 Highland Avenue, Needham, MA 02494-3034
(781) 453-8668 Fax (781) 449-4020

Newsletter Editor **Russell Heller**
Contributing Editor **Gerry Finn**
Business Manager **Michael V. Iacono, CGCS**

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So, Phil Cassidy was the consummate organization man. Thus, his heart always has been with the profession and the association. "After all," Phil added, "it did only good things for us. The association put us on the map. Before it was born and grew into something effective, we as superintendents had a tough time being recognized. The association changed all that. Why shouldn't I think of it as I do?"

Sharing that same enthusiastic sense of caring for the GCSANE is another latter day pioneer and booster, Dick Blake, now retired in Florida after a distinguished career as golf course superintendent, regional president, and, along with Don Hearn, one of the GCSANE's two national presidents.

However, Blake recalls he had to earn his wings before he could fly with the New England group.

"When I came into the association, it was a pretty tight group," Dick recalled. "I can remember getting up at meetings with my sidekick, Lu Duval, and offering our 'expertise' in association matters. Well, that didn't make base. We were told we could listen, not speak."

That was part of growing into the association. Soon Blake was going at breakneck speed, up the ladder of important assignments within the group. Then, when Leon St. Pierre led a charge to seat Blake on the national board in an unprecedented nomination from the floor, Dick was on his way.

"I've always said that the New England association is the best of its kind within the profession," Dick remarked. "I know that it's the second oldest sectional group, right behind Ohio. I really miss New England. We really had some giants in the field. People like Phil Cassidy, Sam Mitchell, Les Allen, Bill Ashe, and Arthur Cody. Then after them, Leon St. Pierre, Tony Caranci, Bob Grant and, of course, Donnie Hearn. The list goes on and on."

Blake and others of his era plugged away on the professional theme of the association. "We always had in the back of our minds to make sure the golf course superintendent got the respect and recognition he deserved," Dick emphasized. "When I was around, the tide really

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Dick Blake
Retired GCSANE member;
former GCSAA president

turned. Pretty soon we had that recognition and the upgraded pay scale that went with it. And continuing down through the years to the present, all of us have had the good of the profession in our heart and our thoughts. The association has been like a bridge that took us across to the land of true professionalism."

So, that's a look at our 75-year-old association through the eyes of two different pioneers from two different eras. The GCSANE. Growing old under the guidance of zealous caretakers, and growing strong as it rounds the corner and heads for the century mark.

GERRY FINN

Calendar

- | | |
|-------------|---|
| December 13 | GCSANE Monthly Meeting
Lexington Golf Club
Lexington, Mass.
Supt. - Leonard Curtin |
| January 10 | GCSANE Annual Meeting
Cyprian Keyes Golf Club
Boylston, Mass.
Supt. - Dick Zepp, CGCS |
| Feb. 8 | UMass Job Fair
University of Massachusetts
Amherst, Mass. |
| Feb. 14-20 | GCSAA 71st International Golf Course Conference & Show
New Orleans, La. |
| February 23 | GCSANE Monthly Meeting
Salem Country Club
Peabody, Mass.
Supt. - Kip Tyler, CGCS |
| March 6-9 | New England Regional Turfgrass Conference & Show
Providence, R.I. |
| March 28 | GCSANE Monthly Meeting
USGA Seminar
The International Golf Club
Bolton, Mass.
Supt. - Ron Milenski, CGCS |

The Super Speaks Out

This month's question: What's your assessment of the Certified Golf Course Superintendent program, and how has it affected you?

Tom Morris, CGCS, Sugarbush Golf Club: "I've always been very supportive of the certified superintendent program, if only for the fact that it is an extension of the educational cycle in the profession. In other words, it keeps you on your toes educationally and professionally. No matter how you look at it the program means progress and you have to be part of that progress to become and remain a successful superintendent."

"This is my second year at Sugarbush and I get the feeling that the golfers playing the course recognize the importance of having a certified superintendent in charge of course maintenance. This is important because eventually all golf course superintendents will have to be armed with certification in both matters of making an impression on present members and carrying that impression with you in a job change situation."

"I must admit that the program is an expensive proposition, one that should be paid by employers who actually are upgrading the status and working knowledge of an employee by sponsoring certification involvement. I would say that the out of pocket price for certification is around one thousand dollars. That's kind of steep but it's worth it."

"I also look at certification as motivation for me to become a better superintendent. This comes about through the fact that anyone in the process of becoming or remaining certified finds himself in a continual quest for knowledge through ongoing seminars and other education-lifting requirements. In fact, because of the certification renewal arrangement, I look at myself as a perpetual student."

"This isn't all that bad, either. The deal is that I have to be re-certified every five years. In preparing for renewal I'm constantly looking at ways and means to become a better superintendent while staying abreast of the many changes in theory and execution of my maintenance program."

"Finally, I think re-certification prevents me from becoming complacent about my position in the ranks of course operation. It's taught me that there are no stops to smell the roses along the way in our profession. It's a changing world and I have to change with it. Certification is the main tool helping to keep me from falling out of step with those changes."

"Certification could just be best thing that ever happened to our profession."

**Mark Richard, CGCS
Kirkbrae C.C.**

Paul Johnson, Ferncroft and Colonial Country Club: "Don't get me wrong. This isn't a criticism. However, I've always thought certification never was for me. Therefore, I never tried to become certified."

"Presently, I'm the director of golf at two different courses. My days as a superintendent . . . the hands-on kind . . . are behind me at the moment. So, I wouldn't be interested in certification if just for that reason."

"However, when I was exclusively a golf course superintendent and the program was there for me, I wasn't interested. For one thing, I've always felt secure in my position. I had a different situation than a lot of superintendents because I always had to answer to a private owner, circumventing the politics that often rule the golf course operations."

"In a word, I didn't think certification could do anything for me that I couldn't do myself. I kept up with technological changes in course maintenance methods and applied them when I thought they would help my operation. Becoming certified just wasn't one of my goals."

"But this doesn't mean that the program isn't worthwhile. On the contrary, I've always made sure I never downgraded the certification program. In fact, I think it's good. Good for me? I don't think so. And so far I think that attitude hasn't hurt me one bit in the profession."

Mark Richard, CGCS, Kirkbrae Country Club: "This year marks the 13th that I've been a certified golf course superintendent. No, I'm not one of the originals, because the program started more than 25 years ago. However, I've been to re-certification twice and I'll be there again for a third time in 2001."

"I can't say enough for the effect certification has on a superintendent. As far as I'm concerned, it has kept me up to date with everything I need to give a good performance where I am now, and gives me the confidence to take on anything in the profession . . . without hesitation."

"It's kind of hard to explain the feeling certification gives me. For one thing, it makes me feel more professional. I can lean on the educational background I've established during the process of getting certified in the first place, then renewing the same principles when I'm up for re-certification."

"I like to think of it as enhancing my self-esteem. I really think I've been a different and more effective superintendent because of my deep involvement in the certification program. It's all a combination of the never-ending attempt to better myself in the profession with all the seminars I attend, all the notes I take, and meeting all the other requirements in the program."

"As for recognition, I'm pretty sure country club members, many of them in executive positions, endorse the certification program. They realize that certified superintendents have neither the time nor the inclination to rest on their laurels and face the possibility of being passed by in the professional parade. I really think those letters after my name can be translated into respect for me and the profession I represent."

"So, you can see that I'm committed to the program. I can't tell you the number of times I rely on something I took down during a seminar that helps me with a maintenance program. Certification could just be the best thing that ever happened to our profession."

GERRY FINN

Turf Science

New bentgrass fungus disease confirmed

By Dr. Gail Schumann
University of Massachusetts

A new disease of bentgrass was documented in Connecticut on September 27, 1999. It was first described in 1998 by Dr. Peter Dernoeden in Maryland. It appears in August and September as small tan to reddish spots (dollar spot size) that may look like ball marks.

It is caused by foliar fungus that produces numerous dark fruiting bodies (pseudothecia) in the infected leaves. The proposed name of this new fungus is *Ophiosphaerella agrostis*, named for its bentgrass host.

The Connecticut superintendent reports that it has primarily been seen on his practice green (Cato bentgrass) since early August, and about 40 or so spots developed. They somewhat followed mower wheel patterns. This does not seem to be an aggressive problem like gray leaf spot, but the fungus does produce a lot

This does not seem to be an aggressive problem like gray leaf spot, but the fungus does produce a lot of spores in fruiting bodies of the infected leaves. It would probably be prudent to mow affected areas last, or wash the mower before moving to non-affected areas.

of spores in the fruiting bodies of the infected leaves. It would probably be prudent to mow affected areas last or wash the mower before moving to non-affected areas. Very little is known yet about cultural practices. Dr. Dernoeden recommends thiophanate-methyl (e.g. Cleary's 3336) + chlorothalonil (e.g. Daconil) weekly or the problem will recur.

There is no official name for this new disease yet. "Fall spot of bentgrass" has

been suggested. Please submit suspicious samples to the UMass Turf Disease Diagnostic Lab, so we can get an idea of how widespread the problem is. Contact Gail Schumann at (413) 545-3413; schumann@pltpath.umass.edu. Send samples to Dr. Schumann at Department of Microbiology, 209 Fernald Hall, University of Massachusetts, Amherst, MA 01003.

Reprinted from Turf Notes,
September/October 1999

Remember When?

Remember When?: Taking a look at GCSANE's past

Remember when? looks at significant individuals and events of GCSANE's past.

25 years ago

A then and now sequence, noted in the GCSANE Newsletter, prompted our president, Tom Curran, to chastise members for poor attendance (19) at the annual meeting.

That was now. The then surfaced in an old picture (circa 1925) of a Green Keepers Club of New England luncheon that produced overflowing numbers.

"As president of our organization, I feel that the membership is only as strong as its actions," Curran observed in a letter to the Newsletter editor. "The action, too, should be reasonable attendance at meetings all year. I have appointed a committee to study this issue which came to a head last month at the annual meeting. It will report to me and the full membership will be asked to take action on its proposals."

It was further noted that the first meeting of the GCSANE fifty years earlier had attracted more than twice the number making the 1974 annual meeting.

15 years ago

Another golfing season has passed us by. A few more gray hairs for some, a little less hair for others, especially the golf chairman (Steve Murphy). The cleanup champion this year proved to be Charlie Passios who won the Superintendent-Chairman title and the Superintendent Team of Two net championship with Mike Hannigan. In the latter event word spread that one member of the winning duo, a 15-handicapper, had fired a 77 on the par 72 Segreggansett course. Neither Passios nor Hannigan were available for comment after the alleged misdemeanor.

5 years ago

Young golf course superintendent helpers will make up 12 percent of the

1994-95 Francis Ouimet Scholarship Fund's record \$400,000 scholarship pool, and Edward "Chip" Brearly will continue as the golf course superintendents' representative to the fund's board of directors.

Ouimet awards are for young people who give "service to golf" in the state of Massachusetts for three or more years as workers in the course superintendent operations, pro shop operations, and as caddies. The \$400,000 pool goes to 233 students who worked at 104 courses and are attending 108 colleges and universities.

For the first time in history, the number of currently active superintendents certified by the GCSAA has reached 1,400 individuals. This represents approximately 20 percent of the group's class-A membership. The program recognizes outstanding and progressive golf course superintendents. It was instituted in 1971.

GERRY FINN

GCSAA & chapter delegates set goals for new Professional Development Initiative

Last September, GCSAA and chapter delegates met in Lawrence, Kansas to discuss mandates, long-range goals, and short-range goals. What follows is an abridged version of the new Professional Development Initiative (PDI) that GCSAA is close to finalizing.

Membership Standards Resource Group (MSRG) members and consultants from the Franklin Covey Co., during a six-hour period, presented a history of the PDI; its goals, mission, and concepts; progress since 1996; current projects; and future plans.

The PDI is being undertaken to improve knowledge, skills, and abilities of the professional superintendent that will contribute toward improved playing conditions and enjoyment of the game. The success of the PDI will be measured by achieving:

- Increased salaries of golf course superintendents
- Enhanced job security of superintendents
- Intensified recognition by employers and influential golfers of the golf course superintendent as the key member of the golf course management team
- Improved job opportunities for superintendents
- Substantiated credentials that can be marketed to employers through improved playing conditions

Franklin Covey representatives demonstrated HR Web, software that supports and measures superintendents' professional development. Using this software, individuals complete a competency-based performance assessment that measures proficiency in golf course management.

Delegates viewed slides of a mock competency model. Once finalized, the model would be used to develop profiles for individual superintendents in order to provide guidance relative to competencies needed for their current job, a future job, member classification, and certification.

MSRG members shared a proposed model for a new classification system. The association will remain inclusive for all who wish to be members. However, there is a need to develop a brand that can be marketed to employers. Proposed requirements to acquire class-A status would include:

- having a minimum of three years of experience as a golf course superintendent
- completing a competency self assessment
- completing a validation process for the assessment

- maintaining a valid pesticide license, and
- completing a nationally accredited two-year turf program or four-year degree from a college or university.

Proposed ongoing requirements to maintain a class-A status would include:

- A three-year renewal cycle
- Completing a self assessment once every 3 years
- A required amount of continuing education (to be determined through member input)
- Professional development (includes chapter and civic participation)

Just as class-A requirements would change, so would entry-level and ongoing requirements to maintain certification. The goal is to keep the certification program simple, manageable, and integrated with education. Entry-level requirements would include a minimum of three years as a class-A golf course superintendent member, testing at a higher proficiency level than class-A members, and completing the same formal education as class-A members. The ongoing requirements would be the same as class-A members, but at a higher level.

Grandfathering of current members into both a new membership classification system and changing requirements for certification were discussed. Members could potentially vote on these changes at the conference and show in Dallas in 2001. However, the requirements would not take effect until July 2002.

A part of the PDI includes redesigning the education program. Franklin Covey representatives are working with GCSAA staff to analyze current educational offerings identifying areas where more educational opportunities are needed to fill gaps, and developing new ways to deliver education to members. A faculty resource group was recently formed to recommend standards for faculty recruitment, training, faculty certification, and ongoing assessment.

A communication plan was developed to share concepts and ideas about the PDI with members and gather feedback during the next year. The plan includes:

- presentations from MSRG members at chapter meetings from October 1999 through May 2000
- publishing the schedule of chapter visits in *Newsline* and posting it on GCSAA's Web site

- holding a town hall meeting at the 2000 conference and show in New Orleans
- collecting member comments/questions via GCSAA communication tools (i.e. *Newsline*; *Golf Course Management*; the GCSAA Web site). A quarterly update of member feedback will be provided, and
- providing a complete copy of the presentation to the delegates on the GCSAA Web site

The MSRG will present its recommendations at the 2000 Chapter Delegates Meeting. Delegates will be asked to provide feedback. The following questions, comments, and issues regarding the PDI were discussed between MSRG members, chapter delegates, and Franklin Covey representatives. *Note: delegates' comments are printed in italics.*

- *Will there be an impact on membership dues?* At some point, there may be an impact on dues. The MSRG has not specifically reviewed this issue.
- *Will there be an exam or measure for conducting an assessment of superintendents who apply for certification?* There will be a form of validation. Franklin Covey will develop a validation process for the Certification Committee to review.
- *Could a current class A member be reclassified to a class-B?* Yes, if that individual does not complete ongoing requirements.
- *Why allow grandfathering if all superintendents should adhere to higher standards?* Grandfathering is proposed to recognize work experience of current class-A members. Proposed requirements are intended to provide a benchmark for what is needed for future superintendents to be successful. (All delegates support some form of grandfathering.)
- *Will members be provided an option to earn an on-line degree on the Internet by GCSAA?* No discussions are currently being held on this issue. However, GCSAA will work with institutions to provide guidance in curriculum development when requested and will seek to develop partnerships that provide assistance to our members.
- Franklin Covey discussed experiences of other companies working with the competency assessment model. Some examples of successes using the model include higher employee retention, higher customer satisfaction, and enhancement of employee skills. Success depends on continuous updating of curriculum and matrix. The pitfalls occur when individuals do not participate in the assessment because they do not have interest or investment in professional development. Self-directed individuals complete the assessment and benefit from it.
- *How will chapter and civic participation be monitored?* This requirement is intended to encourage members to serve in leadership positions at the chapter level and be more involved in their local associations. It supports chapter needs to recruit and involve more members. This may also serve as a motivator to members who need public speaking training and encouragement to serve as leaders. Some level of involvement at the chapter level will be mandatory, but there will be options. GCSAA will work with chapters to verify local involvement.

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Friend of the Association Profile

Novartis Turf & Ornamental aims to offer solutions

Novartis Turf & Ornamental is part of a worldwide company dedicated to serving healthcare, agriculture and nutritional needs. Created by the merger of Ciba and Sandoz in 1997, Novartis has served customers for over two centuries.

Turf & Ornamental offers a variety of solutions to the golf course superintendent, including Barricade herbicide, Banner MAXX fungicide, Primo Maxx pre-stress conditioner, and Subdue MAXX fungicide. Novartis is proud to offer the newest solution for golf course superintendents, Compass, for the year 2000. Compass provides the highest efficacy against Brown Patch at the lowest rates ever, as

well as excellent control of Grey Leaf Spot, Anthracnose, Summer Patch, and many more. Meridian insecticide will be the next new product offered by Novartis in 2000. The active ingredient is Thiamethoxam, and will be a new tool to use against grubs. For information on any products, or to print a label or MSDS, see the Novartis website at www.cp.us.novartis.com.

To reward superintendents, Novartis created the Total Turf Managers Team, a purchase points program designed to thank customers for using Novartis turf products. Superintendents can earn points toward rewards that benefit their course operations and make their jobs easier, such as Gateway

computers, Palm V Palmpilots, Nextel phones, and other new prizes. With the largest portfolio of turf products for the golf market, points can be earned quickly. The new prize levels will be announced at the GCSAA show in New Orleans in February.

Dave Ravel, Novartis representative, can answer questions on products or programs. Dave thanks GCSANE superintendents for continued support, and looks forward to working with everyone in the future. Dave may be reached at (413) 967-6745 or by e-mail at david.ravel@cp.novartis.com. For questions on the Total Turf Manager Team, visit www.totalturf.net or phone Patti Jo at (877) 375-0824.

DIVOT DRIFT...announcements...educational seminars...job opportunities...tournament results...and miscellaneous items of interest to the membership.

MEMBERSHIP

Welcome New Members: Ronald Shover, Superintendent, Tewksbury Country Club.

INFORMATION

For those of you interested in turning in the "blue tags" from Tee-2-Green and Turf Seed, Inc., please contact Robin Hayes at Tee & Green Sod. She will be happy to collect them from you.

Please be sure to send your golf scorecards to Handicap Chairman Dave Comee. This will ensure your current handicap number is correct and up-to-date. Many members currently play with no handicap. This means you play all GCSANE tournaments at scratch! Five scores will get you a handicap. Send all scorecards to: Dave Comee, 65 Marquette St., Gardner, MA 01440-4007.

Brian Giblin of the Country Club of New Bedford recently became a Certified Golf Course Superintendent. Well done, Brian.

Congratulations to Kevin and Carolyn Osgood on the birth of their third child. William Bryant Osgood was born Friday, November 12 and weighed in at 8 lb. 7 oz.

Kevin Miller has recently left Bedrock G.C. and is now at Cyprian Keyes G.C. in Boylston.

We recently learned of the passing of Dr. John Zack. He was a professor at University of Massachusetts. Our condolences go to the Zack family.

Please note that the UMass Job Fair will be held on Tuesday, February 8 at UMass - Amherst.

Dick Blake has been appointed a member of the GCSAA's historical committee and is looking for memorabilia to fill the needs of a planned national golf course maintenance museum. He's especially on the lookout for a Stanley Clark trap rake. If you can help Dick, contact him at 4501 Palo Verde Dr., Boynton Beach, FL 33436-2907; (561) 736-7051.

Congratulations to Stephen Tibbels Of Segreganett Country Club on being a chapter winner of the Environmental Steward Award. The Environmental Steward Awards recognize golf course superintendents for overall course management excellence in the areas of technology use, resource conservation, water quality management, integrated pest management, wildlife/habitat management, and education/outreach.

The 9-Hole Budget Meeting will be Wed., Jan. 19, 9:30 a.m. at Whitinsville G.C. Anyone wishing to attend may contact Paul Wilson at (508) 234-2533.

The New England Grows show will be held January 27-29 in Boston. For more information, contact Virginia Wood at (508) 653-3009; NE-Grows@aol.com.

PUBLICATIONS

Ask for the new UMass Extension's Green Directory. This directory is a comprehensive list of upcoming programs, publications and services offered by UMass Extension's Landscape, Nursery, Urban Forestry, and Turf Programs, as well as other Green Industry Association activities. The only way to get the updated 2000 Green Directory is to ask for it. It will not be mailed automatically as before. To place your order phone (413) 545-

0895; fax (413) 545-3075 Attn: Kathleen Carroll; Mail UMass Extension, French Hall - Box 32910, Amherst, MA 01003; or e-mail greeninfo@umext.umass.edu.

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2nd Assistant Superintendent. Charles River C.C. is a private 78-year-old Donald Ross course with an extremely high standard for maintenance. The property includes 213 acres, pool, and tennis facility. A Mass. pesticide applicator's license, a two or four-year degree in turf, and strong attention to detail are required. Individual must be skilled in all facets of course maintenance and daily set-up, and must be able to manage teams of six or more. Individual must have strong communication skills in dealing with staff and membership, and must have one year of experience as a foreman or 2nd assistant superintendent. Compensation includes salary, sick days, holiday pay, and vacation. Send resume by Jan. 15 to: Charles River C.C., c/o Scott Reynolds, CGCS, 483 Dedham St., Newton Centre, MA 02459; or fax to (617) 244-8553.

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New PDI goals discussed

continued from page 5

- A majority of delegates agreed that civic and chapter participation is a key component of professional development. It is a tool to enhance the image and professionalism of superintendents.
- A degree from a two-year certificate program is sufficient, as long as an individual meets a minimum 800-hour criteria.
- *Should individuals with a 4-year degree in a non-turf-related field be permitted to apply for certification?* The MSRG members discussed this issue extensively and reached a consensus that a superintendent with experience who wishes to become certified may do so by earning the education credits required. In order to become certified, an individual must have a minimum of three years of experience as a golf course superintendent and be a GCSAA class-A member for a at least three years.
- *Why should class-A members be required to maintain a pesticide license, but not B or C?* Most states require one individual on the golf course property to hold this license, but it is preferred that the superintendent also holds a license.
- *Will GCSAA bylaws need amendment if members approve the PDI?* Yes, any changes in membership classification require a bylaws change.
- It is advantageous to use the web site interface for competency assessment. However, a paper version will be available to those who do not have access to the Internet or prefer the hard copy option.

- *If members do not approve the PDI, does the MSRG have a back-up plan?* Because they provide good career planning and educational tools, the HR Web and competency assessment are likely to be implemented, regardless of member approval of the membership class requirements. The proposed membership classification changes are the only part of the PDI that will require member approval.
- *Will a currently certified superintendent that does not have a four-year degree be required to get one in order to maintain certification?* No. However, future members that apply for certification would be required to have a two-year turf or four-year other degree under the proposal.
- *If a superintendent does not keep up with ongoing requirements while recertifying, will that individual lose certified status?* Yes. The individual must collect all required CEUs and successfully complete a simple self-assessment to maintain certification.
- *Did the MSRG consider playing the game of golf as a requirement for being certified or maintaining a class-A status?* No. Knowledge of the game and rules of golf are an important part of the profession, but the MSRG has not discussed playability.
- *Currently, a certified superintendent is not required to have formal education. Current certified members were able to use their experience and collect CEUs to maintain certification. In the future, the proposal is that a formal degree will be required for those applying to the program. Class-A members should be given consideration for previous experience. Class-A members that declare intention to work toward certification by July 2002 will be allowed to forego formal education*

requirements until 2007. They will be required to meet all other requirements for certification.

- A majority of chapter delegates were in favor of implementing a minimal standard that class-A members must complete a 2-year turf program or a 4-year non-turf degree.
- A majority of chapter delegates said a 4-year non-turf degree is acceptable as a class-A requirement.
- *How do you validate the results of the competency model, when the responses are subjective at best?* Franklin Covey representatives will further define and develop specific measures to validate the assessments. Examples include: working with a mentor on completing the assessment (i.e. general manager or owner).
- *When an individual advances to general manager or higher, does the individual move beyond a class-A status, and if so what occurs?* GCSAA committees will discuss individual career tracks.
- *What is the timeline for educational upgrades?* New seminars and educational offerings will be provided at the 2001 conference. New programs and alternative delivery mechanisms for education will be provided in the following three years.
- *There's very little difference between a class-A member and certified superintendent, according to the competency chart. The difference falls within proficiency levels on the competency models and the amount of ongoing continuing education and professional development. The Certification Committee will review certification requirements, work with Franklin Covey on redesign of the program, and make a recommendation to the Board of Directors within two years.*

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