

TEE TO GREEN

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Metropolitan Golf Course
Superintendents Association

President's Message

The Latest Buzz at GCSAA

On September 5 and 6, I took a trip to GCSAA headquarters for the annual Delegate's Meeting.

Our voting delegate, Bob Alonzi, was still in the throes of cleaning up after the PGA Championship and wasn't able to attend. So being the alternate, I hopped a plane and went out to Lawrence, KS, for what turned out to be a fruitful and interesting little junket.



Joining the Big League

It was my first opportunity to see our national headquarters and to deal with GCSAA on that level. I came away very impressed and eager to become more involved. In fact, at the meeting, I ended up volunteering to serve on the Foundation Capital Campaign Committee. I

know, you're thinking, what the heck is that?? Initially, I had the same thought. But basically, the committee, which is chaired by past GCSAA President Gary Grigg, has begun work on a \$3.5 million fundraising campaign for research. And not just any research.

The committee will be funding studies to be conducted right there on golf courses, under realistic conditions—not on turf plots or in (continued on page 2)

Special Feature

Read All About It. . .

Family Relations Committee Ready to Set Mentoring Program in Motion

Here's How You Can Help

Those of us who have been golf course superintendents for any length of time are aware of a nagging—if only faintly felt—dissatisfaction growing within us—and among our peers. Let's face it. Times have changed. Long hours during the season have gotten longer. And the pressures and demands of our jobs have escalated to heights no one could have imagined 10 years ago.

The burdens of our unique profession can take a toll not only on us, but also on our spouses and children, and, ultimately, on the quality of our family—and entire personal—life.

This has long been a topic of discussion among superintendents—and definitely among our spouses, who frequently shoulder the lion's share of the burden of raising a family in our increasingly complex world.

Though informally sharing our experiences with one another is not new, many of us, when in the midst of a crisis—job related or not—are reluctant to share our trials with a peer.

Our reasons for not asking for help can be many, but the downside to facing crises alone is big. Time and again, experience has shown that social support is a key factor in maintaining overall wellness—mentally, physically, and in our relationships. Sharing our concerns and feelings with someone who has walked in our shoes can be not only comforting, but also shorten

our time of suffering and confusion.

With this in mind, our Family Relations Committee is working to develop an informal volunteer network of members and families who are willing to be a resource to peers.

All of us have been faced with some adversity, whether tied in to the profession or to some aspect of our personal lives. Sharing our (continued on page 7)

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The Latest Buzz at GCSAA

labs, and they'll be particularly receptive to studies that are aimed at finding ways to enhance the environment. Some of the funds will also go toward raising public awareness about our role as stewards of the environment.

The eight of us hand-picked to serve on the committee will help seek contributions from chapters, members, golfers, and golf-related industries. I'm excited about this undertaking and feel it will create an endowment fund for much-needed research and ongoing public education.

What's the Buzz, Tell Me What's a Happenin'

During the delegate's meeting, we discussed everything from revising—and finding ways to enforce—the Code of Ethics to some of the problems associated with tracking and enforcing the Dual Membership requirement.

But the real buzz at the meeting and at GCSAA involves you and your future as a golf course superintendent. GCSAA's Membership Standards Resource Group has a scheme to elevate our profession and each one of our jobs.

Basically, they're working on a plan to enhance how we—as golf course superintendents—are perceived by our employers and the influential golfing public. To do this, the committee is considering establishing different levels of membership that superintendents can achieve by meeting certain criteria. The criteria will be based on what the committee discovers employers and the golfing public value most in a superintendent.

In the end, that means you'll have to do a little more than just pay your dues

to retain your GCSAA membership. As an example, you might be required to attend a certain number of local association meetings, national seminars, and the convention to be a member of GCSAA.

Then, the plan is to publicize these criteria so that employers, etc., will understand—and more fully appreciate—what it means to employ a superintendent who has achieved them.

Other ways to elevate the profession were discussed. One goal I would like to see reached is to find a way to gain more recognition and credibility for our role as stewards of the environment.

All these efforts are still on the drawing board but, hopefully, will be in effect after the new millennium.

GCSAA On-line

Have you seen our GCSAA web site? It's been reworked and is continuously changing to bring us the latest and greatest. You'll find everything from GCSAA periodicals to conference and seminar information on the web. You can even conduct a good deal of membership business on-line, including conference and seminar registration. It's all at www.GCSAA.com.

End Note

All in all, I really enjoyed my trip to Kansas and look forward to working on my new committee. Come November 13, I'll have some free time and am glad to find a new challenge to fill it.

JOHN J. O'KEEFE
President



Quotable Quote



"The world is full of willing people. Some willing to work, the others willing to let them."

Robert Frost
American Poet

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Met Plays Final Qualifying Round at Scenic Golf Club of Purchase

In an area blessed with some of the most splendid and well-known golf courses in the country comes an equally magnificent new addition: Golf Club of Purchase. Packed with beauty, this Jack Nicklaus design proved to be quite the challenge for the second and final qualifying round of the Met Area Team Championship. As predicted by the Golf Committee, scores in general were high, so the quota format instituted for scoring this year's championship proved to be a wise decision.

Built With an Eye Toward the Environment

"When the Nicklaus group was awarded the task of designing this golf course on 192 acres of environmentally sensitive land, they knew they had their work cut out for them," explains host Superintendent Bob Miller.

"They carefully constructed each hole without moving much of the earth." The result: a beautifully sculpted gem of a course, supporting well over 40 species of wildlife.

"It's a love-hate relationship while playing Purchase," says Bob. "You can't help but admire this natural haven. However, the beauty shows its ugly side when your ball lands in any of the surrounding hazards that are designated environmentally sensitive."

To protect the wetlands, golfers are barred from entering these delicate areas, even in search of a badly hit ball. "This is for the safety of the golfer as well as the environment," explains Bob.

Once in the Turf Business, Always in the Turf Business

Born and raised in Southern Minnesota, Bob has been working in different aspects of the golf course industry for more than half his life. "Other than driving a Zamboni (vehicle used to resurface ice for skating), I've never held a job outside this field," he says.

Before becoming the inaugural head turf man at Purchase, Bob spent

six years at Shore Oaks Golf Club in the Pine Barrens of New Jersey. There, he had the good fortune of not only gaining the new-course grow-in experience that made him an attractive candidate for his current post, but also meeting the love of his life and wife of almost one year, Marilyn. (It was Marilyn's father, you see, who owned the land Shore Oaks was built on in 1989.)

Bob's turf industry experience spans nearly every climatic zone. Besides New York and New Jersey, he's spent time on golf courses in Denver, CO; Monterey, CA; and El Paso, TX. He got his start in the business in 1983 as a mechanic's assistant at Cherry Hills Country Club in Denver, host of a past PGA Championship. In 1987, he



"It's a love-hate relationship while playing Purchase. You can't help but admire this natural haven. However, the beauty shows its ugly side when your ball lands in any of the surrounding hazards that are designated environmentally sensitive."



concluded his cross-country tour at Castle Pines in Denver, where he accepted the position as head mechanic, "making the big bucks," he says.

It was at Castle Pines that the first of Bob's two inspirational leaders, Superintendent Armen Suny, convinced him to go to turf school and directed him to Penn State.

Believe it or not, the other key figure in his short but illustrious career is the Met's own Dave Mahoney. "I



Minnesota-born Bob Miller hosts the Met's September meeting and final Met Area Team Championship qualifying round.

worked for Dave as a turf student in 1988," says Bob. "He worked me so hard and so many hours that I made more money than I had ever seen before. He also taught me how to kill poa annua our first and only year together. We might have gotten a bit overzealous in our attempt to convert fairways to bent, but it was quite a learning experience," says Bob, with a smile.

Hankering for His Hometown

Once in a while, Bob's roots tug hard and he thinks—though only briefly, at this point—of returning to his Minnesota home turf. "It could be nice to finish my career where it all began," he says, adding: "The shorter growing season in Frostbite Falls, Minnesota, is very appealing."

Wherever Bob ends up, he says he would like to oversee one more grow-in project. But for now, he'll tell you he's more than content right here in Purchase, NY. "I work for a terrific owner at an outstanding golf course, and I've got my wife, Marilyn; our dog, Huey; cat, Divot (and at least five others); and pet pig, Poppi, right by my side. What more could a guy ask for?"

SCOTT C. APGAR
Metro Milorganite, Inc.

What the Press *Didn't* Tell You About the PGA Championship at Winged Foot

Siwanoy Superintendent Dave Mahoney Tells a Few Tales Out of School About the Happenings Before, During, and After the PGA Championship



While Winged Foot Superintendent Bob Alonzi was seeing to every detail and keeping close watch on the weather, I hope he had time to step back and revel in the moment during the 1997 PGA Championship. Those of us who volunteered either as crew members or marshals were awestruck by the beauty of the Winged Foot course and the magnitude of the effort that went into preparing for this historic event.

While the papers and TV stations captured the event from the golfer's perspective, I was making mental note of some of the funny—or at least interesting—things that went on behind-the-scenes. Here, for your reading pleasure, is my view of the tourney—from start to finish.

Pre-Tournament Prepwork

As I entered the grounds during the Wednesday practice round, the scene reminded me of a military operation: trailers, satellite dishes, helicopters in the sky, and people everywhere—on walkie talkies, on carts, and on foot, all in a hurry to get somewhere.

Walking greens mowers were headed in all directions. With the practice round approaching, everyone was hustling to finish up their morning duties. And with the tournament start a day away, all the volunteers were extremely excited about their part in preparing for the event.

Making my way to the eighth hole—the hole the MetGCSA was assigned to marshal—it was good to see some familiar faces. I bumped into Greg Moran from Lesco, and two of Bob's former assistants, Woodcrest's Patrick Lucas and Engineers' Don Szymkowicz. They had just finished hand-raking bunkers.

Patrick, who took part in running the bunker crew, was enthused about jumping back into his old assistant's role: "Coming back to Winged Foot for championship week was great," he says. "Knowing the course enabled me to serve as another set of eyes and ears for Bob."

What received probably the biggest press was the double cutting of fairways by hand. But even more inspiring to me were the 70 volunteers who signed up to help out Winged Foot's grounds staff—and our equipment and product salespeople, who were either on site or on call to do whatever was needed.

Dennis DeSanctis, for instance, agreed to bring Bob 40 walking greensmowers for the fairways. Six machines were

pulled from stock and 34 others were borrowed from area clubs. The loaners had to be transported to Winged Foot and had to have their bedknives changed and then maintained during the tournament. But this is just one of the many, seemingly overwhelming details that had to be tended to during the course of the event.

Cool, Calm, and Collected

By the time I reached the eighth hole, our captain, Blind Brook Super Chubby Autorino, was already on the case. Armed with his radio—good for eavesdropping on all the channels—and his trusty hammer for pounding rope stakes back into the ground, he looked ready for combat.

We were about to get to work when Bob pulled up. He was so relaxed you couldn't tell if he was hosting the PGA or the Ladies Interclub. Everyone wanted the inside scoop on the tournament. How were the pros taking to "The Foot"? How fast will the greens get? How are you holding up?

Bob obviously felt that everyone had done everything possible to get ready. The golf course was in great shape. Bob's big concern was what the weather might bring. Typical late summer storms were in the forecast. This would prove the biggest hurdle for the tournament, during and after.

The Good and the Bad of Marshaling #8

This hole was great to marshal if you weren't on rope duty. With a dogleg right, the fairway sloping left, tall trees guarding the right, and the prevailing wind right to left, a lot of balls ended up

in the left rough. (Those touring pros just don't have that cut/slice/power fade that many of us amateurs have.)

This kept us busy moving ropes and stakes and backing up the crowds who quickly picked up on the spot to get up close and personal with the pros. Most of the players ventured into the thick rough, trees, and people with good humor—and got it back into play.

Rotation: Good in Theory, Not Always in Practice

A function of the marshal teams was to rotate around the hole. Without picking on our captains, the schedule ranged from no rotation—with Joe Stahl's feet so firmly planted in the rough at one point that the grass actually began to grow over them—to such rapid movement through the stations that you felt like you were on the Indianapolis Speedway.

That's What Your Hat's for Mahoney

Saturday's round brought high sky and soaring temps. After play had passed through the second hole, Bob ran a two-minute syringe cycle down the center row. The second hole runs parallel to eight, and the pros were bombing left all day. Muryama hit it way left, actually into the left side fairway bunker on two. Faced with an impossible 175-yard bunker shot over the trees, Muryama was deliberate in his approach. Meanwhile a syringe cycle was headed his way.

Powleton Club's Bob DeMarco did the math and figured Muryama had one minute to hit his shot before getting wet.

The straw hat I took lots of abuse for wearing saved the day. Just as the sprinkler was about to fire off at the unsuspecting Muryama, I used my trusty hat to redirect that 100 lbs. psi of water away from the pro and—you guessed it—all over myself. My hat and I made history: The CBS cameras got it on tape.

How's Your Lie, Hale?

Hale Irwin hit his ball in the rough. Our

man Gary Arlio (North Jersey CC) was at his post. Hale was visibly upset, and doubting that his ball had actually missed the fairway, he turned to Gary and said: "Marshal, how'd this ball get here?" Gary to Hale: "You hit it here." Hale's response: "I can't believe it!"

Not about to get into a confrontation, Gary turned to the crowd, and making a discreet, though not printable gesture, calmly indicated that Mr. Irwin was using a 1 iron.

Full Moon Over Winged Foot

One of the nicer moments for me was the rain delay on Saturday. With the final group, Love and Janzen on 16, a violent storm was on the verge of passing through. Play was suspended. Everyone was down at the maintenance building. Something about us superintendents, when it rains, we all stand just inside the overhead door and look up.

Fortunately, the storm was mostly wind. Play was to resume after the course was cleared of all the debris blown down from the storm. Everyone—from staff, marshals, PGA officials, and even the fans—lent a hand in picking up sticks and branches.

Those who stayed were treated to quite a sight: Play had hardly resumed when the crowd roared. Justin Leonard had birdied 18. Davis Love pulled his approach to 17 into the left greenside bunker. A bogey would put him two down to Leonard. Love made a miraculous up and down for par in front of a crowd of less than 20 people. Most of the crowd was gathered at 18.

Love knocked it close at 18. A full moon was rising above Winged Foot's clubhouse. Portable lights were around the clubhouse lighting up the walking paths, and a still crowd watched Davis Love drain a birdie putt to tie Justin Leonard. It was quite a sight.

In the background, mowers and blowers were quickly working to prepare for the next day's play.

Concession Stand High Jinks

When the storm blew over, it took a

while for everyone to resume their posts. It's no wonder, then, that everyone flocked around the unattended—and well-stocked—concession stand to pick up the branches that had fallen. It took a long time for play to resume—with everyone working with only one hand.

The Case of the Missing Hammers

Each marshal hole was entrusted with a radio and a small sledge hammer to pound rope stakes back into the ground after they were moved for an errant shot. With the rain, it was so easy to push the stakes back into the ground that we really didn't have to use a hammer. Yet somehow, two hammers—they wouldn't give us anymore—disappeared. Okay, which of you guys has those cute little hammers in your souvenir collection?

Calling Jan Russo

We all could see how hard Bob Alonzi worked to make the PGA tourney a success, but only those of us who know the Winged Foot operation best, know who really stirs the drink: Bob's personal assistant, Jan Russo.

Like a flight controller, Jan made sure all the critical pieces touched down—in the right place at the right time—without disaster.

"Jan was the point of contact for everything," says Bob. "She did a truly amazing job of coordinating the incredible number of details—from making travel and room arrangements to seeing

that the many volunteers received the necessary security and parking passes. Winged Foot couldn't have managed all this without her."

It's a Wrap—or Is It?

As we all know, Davis Love went on to win. Only three players broke par. Winged Foot was still a brutal test of golf. The tournament was finally over, but for the Winged Foot staff, the work had only just begun.

"One of the biggest challenges of hosting a major event," says Bob, "is returning the course back to normal. Your staff is exhausted; all the volunteers are gone; and the damage from all the equipment, bleachers, and hospitality tents is more than you could imagine.

"Add to this a week of rain when everyone's pulling out," he continues, "and you've got one big mess." It was so bad, in fact, that the tractor trailers had to be pulled out by bulldozers.

"Also tricky," notes Bob, "is coordinating the repair work to the course while it's open for play. Eventually, with a lot of effort and money the job gets done. But we all know that what the course needs more than anything else money can't buy: time to heal."

I'm sure the Winged Foot staff could use a little healing time themselves. Good thing winter's on its way, huh, guys? Congrats for a job well done.

DAVE MAHONEY

Siwanoy Country Club

Kudos to Five Area Clubs

Amazingly, Bob Alonzi was just one of five member superintendents whose clubs hosted a major golf event in 1997. The other supers whose agronomic—and management—skills were put to the ultimate test were: Steve Renzetti of Wykagyl Country Club, who hosted The JAL Big Apple Classic; Joe Alonzi of Westchester Country Club, who hosted The Buick Classic; John Carlone of Meadow Brook Club, who hosted The Northville Long Island Classic; and Tony Savone of Quaker Ridge Golf Club, who hosted The Walker Cup.

All five were honored with a plaque at the MetGCSA's October 14 Superintendent/Green Chairman Tourney at Preakness Hills. GCSAA's Don Bretthauer, director of member/chapter services, also flew in to present Bob with a plaque recognizing his herculean efforts in preparing for The PGA Championship.



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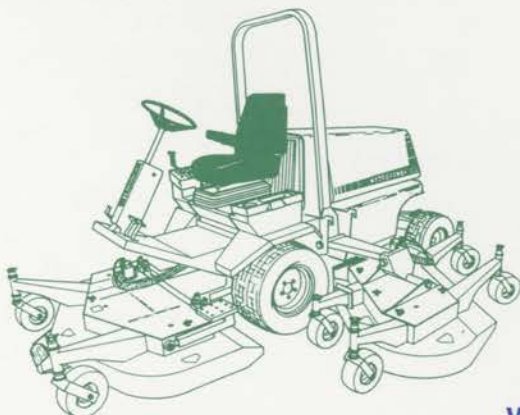


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Family Relations Committee Ready to Set Mentoring Program in Motion

experiences—and the steps we've taken to deal effectively with challenges—can go a long way toward helping others.

The Inner Workings of the Program

Here's how the Family Relations Committee envisions this program working:

Step 1: A mailing will be sent to the membership, asking if anyone—members or a member's spouse—would like to volunteer to serve as a mentor in areas in which they've had experience. Here are some of the areas the committee would like to cover but, of course, would welcome other ideas or suggestions:

1. Facing job loss
2. Conflict resolution on the job
3. Striking a healthy balance between work and personal life
4. Resolving conflict in the family
5. Positive parenting
6. Coping with alcohol or drug abuse within the family

7. Coping with illness or disability within the family

8. Grieving the loss of a loved one

Step 2: The committee will review the responses to their survey and then talk with those expressing interest in being a mentor about the overall details of the plan and how it will work. *Each mentor will be required to keep any and all conversations with their peers strictly confidential.*

Step 3: The committee will then compile a Referral List with the names and numbers of all mentors and their areas of interest or expertise. The committee's goal is to have at least three people willing to volunteer as a mentor in each area.

Step 4: We will publish the Referral List periodically in the *Tee to Green*. You will also be able to obtain a copy of the list

by calling the MetGCSA office.

Step 5: You can use the list to select a person who can provide support in your particular area of concern. This will ensure the service remains completely confidential.

Keep your eye out for the survey. The Family Relations Committee is interested in hearing from superintendents and their family members who are willing to share with peers lessons learned from their own personal life experience. And we're equally interested in any thoughts you may have about how to make this program work. There will be a comments section on the survey to encourage your feedback.

We'll look forward to hearing from all of you—and to working together to make this program a success.

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Members on the Move

Will Heintz is the new superintendent at Centennial Golf Club, Carmel, NY. Previous position: Superintendent, Hampshire Country Club, Mamaroneck, NY.

Ken Gentile is the new superintendent at Hampshire Country Club, Mamaroneck, NY. Previous position: Assistant superintendent, Canyon Club, Armonk, NY.

Newly Certified

Stephen Tibbels, superintendent of Segregansett Country Club in Taunton, MA, was recently designated a Certified Golf Course Superintendent by the GCSAA. Congratulations, Stephen!

Births

Congratulations to:

Country Club of Fairfield Superintendent **Pat Sisk** and his wife, Gina, on the birth of their daughter, Elizabeth Lovell Sisk, on August 12.

Green Brook Country Club Superintendent **Joe Kennedy** and his wife, Kathy, on the birth of their daughter, Katelyn Kennedy, on August 20.

Centennial Golf Club Superintendent **Will Heintz** and his wife, Linda, on the birth of their son, William John Heintz III, on September 17.



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Upcoming Events

Don't Miss This Meeting!

MetGCSA Annual Meeting
Thursday, November 13
Ridgeway Country Club, White Plains, NY
Host: Earl Millett

Educational Events and Seminars

NYSTA Turf and Grounds Exposition
Tuesday - Friday, November 4-7
The OnCenter, Syracuse, NY
Join fellow green industry professionals for this comprehensive professional development program and trade show, which kicks off with what promises to be an inspirational talk from keynote speaker Joe Theismann, a former Washington Redskin, turned ESPN NFL Analyst. Listen to talks on everything from golf course construction war stories to the Bioject and other alternative pest management techniques.

For further information, call the conference hotline at 800-873-8873.

GCSAA Seminar: Employee Safety Training
Thursday, November 20
The Ramada Plaza Hotel, New Rochelle, NY
Cosponsored by the Met and GCSAA, this one-day seminar will cover federal training requirements and effective training procedures for safe work habits.

Call GCSAA at 800-472-7878, for further information.

Educational Events and Seminars continued

UMass Extension Turf Program Conference: Focusing on Biological Control for the Green Industry

Monday, November 17
UMass Campus Center, Amherst, MA
This program will feature talks from the area's most well-known researchers on the latest findings and results on biological control of turfgrass insects and diseases and the Bioject System.

For further information, contact Mary Owen at 508-892-0382.

MetGCSA Winter Seminar
Wednesday, January 7, 1998
Westchester Country Club, Rye, NY
Host: Joe Alonzi, CGCS

This promises to be one of the best Winter Seminars yet, covering such topics as pesticide misperceptions, the latest on anthracnose and other troublesome diseases, up-to-date research on Softspikes, the Audubon Cooperative Sanctuary Program, and the rules of golf and their interpretation.

For further information, contact Education Committee Chairman Will Heintz at 914-279-8960.

Social Event

Saturday, December 6
Ridgeway Country Club, White Plains, NY
Host: Earl Millett



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Met Gets Money's Worth With Purchase



The second round of the MetGCSA Class Championship was played over the very tight and demanding Golf Club of Purchase. This new Nicklaus design is beautifully routed through woods and over wetlands and environmentally sensitive areas. Superintendent Bob Miller, who has been there since construction, had the course beautifully grown in and ready for championship play.

The championship was won by John Carlone. John posted a second round 79, an excellent score from the championship tees, giving him a two-round total of 157 that allowed him to edge out Earl Millett at 159. John, who finished second five times previously, credited his victory to persistence.

The Net Division played a Quota System tournament. Players, depending on handicap, needed to meet their quota of points (3 pts. for a birdie, 2 pts. for par, and 1 pt. for a bogey). This format kept everyone competitive despite the one or two really bad holes.

Gross

157 John Carlone, *Meadow Brook Club*
159 Earl Millett, *Ridgeway CC*
166 Matt Ceplo, *Rockland CC*

Net

+9 Bob Nielsen, *Bedford Golf & Tennis*
+6 Peter Kearney, *Pound Ridge GC*
+3 Jeff Wentworth, *Pelham CC*
+2 John O'Keefe, *Preakness Hills CC*
+1 Scott Stark, *Fenway GC*

Qualifying for the 13th Annual Met Area Team Championship were:

Gross Team

1. John Carlone, *Meadow Brook Club*
2. Earl Millett, *Ridgeway CC*
3. Matt Ceplo, *Rockland CC*
4. Mark Millett, *Old Oaks CC*

Net Team

1. Jeff Wentworth, *Pelham CC*
2. Scott Stark, *Fenway GC*
3. Scott Tretara, *Elmwood CC*
4. Bob Alonzi, *Winged Foot GC*

In the event for the day, we ran a Two-Man Blind Draw Combined Quota. The winners were:

Points vs. Quota

+9 Bob Nielsen, *Bedford Golf & Tennis*/John O'Keefe, *Preakness Hills CC*
+6 Pete Kearney, *Pound Ridge GC*/Rick Schock, *Wee Burn CC*
+3 Lou Quick, *Anglebrook GC*/Dennis Flynn, *Brae Burn CC*
+2 Bob Alonzi, *Winged Foot GC*/Steve Finamore, *Alpine CC*
+1 John Stahl, *Metro Milorganite*/Tom Marmelstein, *Scotts Pro-Turf*

Longest Drive

Rick Schock, *Wee Burn CC* #3/288 yds Steve Finamore, *Alpine CC* #17/33"

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GCSAA Nominating Committee Approves 1998 Slate of Candidates

The GCSAA nominating committee met to examine the eligibility and qualifications of those nominated to serve on GCSAA's 1998 board of directors. The outcome: GCSAA members will have the opportunity to decide three officer posts and elect two directors from a field of four candidates for the 1998 board of directors during the Annual Meeting, February 7 during GCSAA's 69th International Golf Course Conference and Show February 2 - 8 in Anaheim, CA.

The following slate of candidates was unanimously approved by the nominating committee:

For President: George Renault III, CGCS, Burning Tree Club, Bethesda, MD

For Vice President: David W. Fearis, CGCS, Blue Hills Country Club in Kansas City, MO

For Secretary/Treasurer:

- Tommy D. Witt, CGCS, Wynstone Golf Club, North Barrington, IL
- R. Scott Woodhead, CGCS, Valley View Golf Club, Bozeman, Mont.

For Directors:

- Joseph H. Emanuel Jr., CGCS, Hurstbourne CC, Louisville, KY
- Jon D. Maddern, CGCS, Elk Ridge Golf Course, Atlanta, Mich.
- Ken Mangum, CGCS, Atlanta Athletic Club, Duluth GA
- Wayne P. Remo, CGCS, Rock Spring Club, West Orange, NJ

Samuel R. Snyder VII, CGCS and Michael Wallace, CGCS, each have one

year remaining on their two-year director terms. Paul S. McGinnis, CGCS, 1997 president, will serve as the 1998 immediate past president, and Bruce R. Williams, CGCS, the 1997 immediate past president, will retire from the board.

"With my understanding of the demands and hectic schedule placed on the superintendent, I am pleased to see there are some willing to give up personal time in order to give back to their profession," says Gary T. Grigg, CGCS, nominating committee chairman.

Also serving on the nominating committee are Jack D. Birdwell, Robert W. Graunke, CGCS, James B. Hodge, and Ross James O'Fee, CGCS.

Watch for profiles on these candidates with the official notice of the annual meeting mailed in December.



New Education Program Features Management Curriculum

The GCSAA's highly regarded education program has been expanded to include numerous additional management-focused offerings through Etonic's Superintendent Leadership Series.

A partnership agreement reached earlier this year between GCSAA and Etonic Worldwide Corp. paved the way for the development of a speakers series program that allows GCSAA affiliate chapters to provide management education to their members at a reduced cost. In addition, members can earn continuing education units (CEUs) by successfully completing many of the programs in the series.

The curriculum includes 90 courses, covering such topics as communications skills, financial management, human resources, team-building, and time management, among others. The classes are taught by some of the nation's most respected lecturers and consultants, all of whom are experienced in the golf or turf industries.

"We believe Etonic's Superintendent Leadership Series makes an already strong education program even better," says GCSAA Education Committee

Chairman Tommy Witt, CGCS, of Wynstone Golf Club in N. Barrington, IL. "The golf course superintendent is a manager of time, personnel, and money, so the opportunity to receive this type of continuing education is vital to his or her success."

The way it works: After confirming with GCSAA to host a course, the affiliate chapter signs an agreement with the instructor to conduct a session. (Most classes average about four hours.)

Once the session is completed, the chapter is reimbursed up to \$1,000 to defray the speaker's expenses.

The first 50 chapters to apply will receive reimbursement after meeting various marketing and logistical requirements of the program. If more than 50 apply, a lottery will be set up to determine which chapters may host a program.

This program is just one facet of a comprehensive agreement between GCSAA and Etonic. The pact includes licensing, promotion, and merchandising elements. Etonic Worldwide Corp., a division of Spalding Sports Worldwide, is also well known as the innovator of waterproof golf shoes with its long-standing association with W.L. Gore & Associates.

Harsh Reminder

One Saturday morning, sitting in my office contemplating plans for the day, I was unaware of a potential tragedy taking shape in our equipment staging area: One of my workers was fueling a hand greens-mower *while the engine was running*.

The fumes ignited, and when the young man jerked back, gas spewed from the gasoline can onto the mower, trailer, utility vehicle, and ground. The five-gallon can, still in his hands, also burst into flames.

Responding to frantic cries for help—all too familiar from my work with the town rescue squad—I ran outside to find a wall of flames obscuring the equipment and employee. Initially, I feared the worst, but relief came an instant later when he appeared off to one side. The blaze was then quickly brought under control with a fire extinguisher.

Duration of the incident: 30 seconds from flash point to fire knockdown. Outcome: Miraculously, the young man was not injured at all. Nonetheless, the potential for serious injury and destruction of equipment and buildings was there.



Better Safe Than Sorry

What happened here?

Lack of common sense?

Temporary lapse of good judgment?

Flawed training?

Clearly the equipment worked—a safety valve in the gasoline can prevented a devastating explosion, and fortunately, a fire extinguisher was readily available and operating properly. But safe thinking failed, resulting in a harsh reminder to supervisors and maintenance personnel: Safety precautions need frequent reinforcement and should never be sidestepped. Sharing this experience is intended to encourage thoughtful review of your own training and work procedures.

Never mind the happy ending.

MIKE REEB, CGCS

Country Club of New Canaan

Too Much to Read, Too Little Time?



Reading through the reams of memos, letters, and trade journals that cross your desk takes time—too much of it. A recent study shows that most managers spend up to half their workweek poring over papers and periodicals. That means if you're making \$70,000 a year (with 30 percent more in benefits), your club is paying you \$45,500 just to sit around and read.

In her book, *Cutting Paperwork in the Corporate Culture*, Dianna Booher offers these tips on how to make your reading load more tolerable:

- 1. Spot read.** Get the gist of a document or article by scanning first sentences of paragraphs, section headings, chart and table captions, and graphs.
- 2. Underline or highlight.** Use a pen or yellow marker to flag key ideas, facts, figures, and names you may need later.
- 3. Find the punch line.** What's the letter or document trying to tell you? Go straight to the "conclusions" or "final recommendations" for a quick take on what you're reading.
- 4. Decelerate—when necessary.** Looking over an everyday business letter isn't the same as trying to take in the details of a technical article. In one case, you can zip along; in the other, you may have to proceed at a more deliberate pace.
- 5. Set up a screening system—if you can.** If you're among the growing number of superintendents with a secretary, you might want to ask him or her to sort your reading material with different file folders—"light reading" and "must reading"—and highlight important facts, questions, and requests.

The more sifting and sorting you delegate, the better off you'll be.

Creative Listening for the Superintendent Who Wants to Know It All

What's one of the best ways to get your message across? Try keeping your mouth shut.

Good communicators realize that listening is just as important as speaking.

But listening takes self-discipline and determination. The first step to becoming a better listener is recognizing the little things that cause big lapses in concentration.

Stumbling Blocks to Active Listening

- 1. A tough-to-follow speaker.** The unbearably boring; people with unusual accents, mannerisms, or gestures.
- 2. The unfamiliar or unexpected.** When you're hit with an unexpected problem or unfamiliar subject matter.
- 3. Touchy subjects.** Any topic that gets you hot under the collar and tempts you to argue or disagree.
- 4. Internal distractions.** Listening inhibitors such as fatigue, anxiety, preoccupation with personal problems.

5. External distractions. Anything that diverts your attention: the telephone, for instance, or employee chatter.

Building Blocks for Active Listening

- 1. Ask questions.** offer your own observations, periodically recap what's been said. This will keep you in sync with the person you're talking to.
- 2. Take an active posture.** Lean forward in your seat, nod, look the person in the eye. *Show* the person you're listening, and chances are you really will.
- 3. Trick yourself into listening.** Imagine that you have to give a detailed report on the outcome of your meeting. If that doesn't work, imagine yourself in a crisis; then, when your blood starts pumping, channel that extra energy into your present situation.
- 4. Give yourself a good talking to.** Prod yourself with a "C'mon, you've gotta listen" line. You'll be surprised; this mind game works.

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