Evolution of the Superintendent—
(Continued from Page 30)

course conditioning issues. Broken down into percentages, 29 percent of golf course superintendents report to general managers, 19 percent to a board of directors, 18 percent to an owner and seven percent each to a green chair and director of golf.

The Golf Course Maintenance Team

Just as the management of a golf course will vary from facility to facility, so too does the actual golf course maintenance team. Factors such as type (resort, private, public), number of holes, playing season and budget determine the composition of the staff. Resort and private courses tend to have larger budgets and larger staffs. Golf facilities that are not open year round, or experience a noticeable drop-off in use during the winter months often employ seasonal workers. Superintendents at these courses use this time for budgeting, inventory and continuing education.

The golf course superintendent has knowledge in all aspects of his operation. However depending on budget, his/her staff usually includes a number of specialized technicians. Assistant superintendent(s) manage operations in absence of the head superintendent, and have responsibility for portions of the course (holes 1-9 or 10-18, bunkers, practice areas). At courses with computerized watering systems, irrigation technicians oversee this process. Upper end courses with considerable floral displays and landscape activities often employ a horticulturist. Trained spray technicians are often included on the staff for the application of chemicals. A vital member of the maintenance staff is the mechanic who oversees motorized equipment. Changes in technology have made this an even more specialized position. Mowing and bunker responsibilities are generally assigned to hourly workers.

The Superintendent Profile

While the golf course superintendent profession has changed over time, it is still largely a combination of art and science. However financial implications and technological advances have changed the position from one of a laborer to resource manager. Today's superintendent must manage labor, time, materials and finances in a manner that is compatible with the environment, meets financial goals and serves the customer. So what kind of person chooses the superintendent profession? Surveys indicate a passion for the game of golf and/or a desire to work with nature or experience an outdoor (Continued on Page 32)
Evolution —
(Continued from Page 31)

setting as the reason(s) people pursue the career.

An analysis of golf course superintendents in the United States reveals the average individual is 41 year old, earns $57,057 annually, has been a superintendent for 11 years and has worked at two different facilities. These figures represent the mean, thus significant differences may exist depending on region of the country, the number of holes at a course, course type (private, resort, public), number of employees supervised, size of maintenance budget, etc. Those who complete a rigorous certification program administered by the Golf Course Superintendents Association of American generally earn higher salaries and have a greater opportunity to advance in the profession or in the administration of their golf facility. It is not unusual for a superintendent who earns in excess of six figures.

The Future

A 1997 study by the National Golf Foundation examined trends in the golf industry for a period from 1986-96. It found the growth in golf facility construction significantly outstripped demand. In real terms, the supply

of golf courses grew 2,350 including a rate of 392 courses per year from 1991-96. In terms of golfer demand, the 1986-96 period saw an increase from 20 to 25 million golfers, however the number of golfers (25 million) and rounds played (460 million) has remained essentially the same from 1990-95.

In 1999, the NGF updated its study and found golf facilities continued to grow at impressive rates. In 1997 there were 16,010 golf courses and that figure grew to 16,743 in 1999. Annual golf course openings topped 500 for the first time in 1999. In terms of golfer participation, an all-time number of rounds played (564.1 million) and the second-highest number of golfers (26.44 million) were realized in 1999.

Most observers are cautiously optimistic that the growth of golfers will gain momentum as the “baby boomer” generation begins to age. There are approximately 78 million baby boomers, and this group was responsible for the biggest growth in the game when it reached 20-30 years of age. Research indicates that golfers spend more and play more as they age. Thus the boomers should fuel growth. The recent success of younger players and minorities on the professional tours will likely spur participation as well.

For the superintendent profession, the expansion in golf courses and other golf facilities such as driving ranges, pitch and putts, etc., plus a probable increase in golfer demand is likely to result in good career opportunities for some time to come.

(Editor’s Note: Information gathered from GCSAA archives and Golf Course Management Magazine)
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- Dizziness ~ Muscle Cramps ~ Weakness

**If Heat Stress Occurs:**
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- Place ice packs and/or use a fan on person

**Protecting Workers in Hot Environments**

Although the Occupational Safety and Hazard Administration (OSHA) offers no specific standards for heat stress, it does provide comprehensive information on protecting workers from heat stress in this fact sheet.

**Talking About Disaster: Heat**

Use this guide from the National Disaster Education Coalition (NDEC) to learn practical steps you can take to protect yourself at home and at work from the harmful effects of excessive heat.

**Working in Hot Environments**

The National Institute for Occupational Safety and Health (NIOSH) pamphlet provides you with an overview of the health hazards associated with working outdoors as well as alerts you to the steps you should take to prevent injury due to heat stress.

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TO TEST OR NOT TO TEST?
GCSAA Education Seminar Changes

Please be advised that as of July 1, 2001, there is no longer a mandatory testing requirement for GCSAA educational programs. This change will be reflected throughout the GCSAA curriculum and will include GCSAA Conference Seminars, Regional Seminars, Chapter-Administered Seminars and External Education programs.

Instructors may still give a test if they so desire; however, this requirement will no longer distinguish a PDU offering from a CEU offering. The Education Department would strongly recommend that there still be some form of assessment for the educational offering so that members can be sure of having gained something from the program.

To be eligible for PDUs and CEUs, a program will still need to meet the 3.5 hour time requirement. With the elimination of the mandatory testing, you might be wondering how to determine whether an offering should be eligible for PDUs or CEUs. Please use the following definitions to help you make that decision:

To qualify for CEUs - A program/seminar/session must have clear, written learning objectives on a single topic area that is at least 3.5 hours in length.

To qualify for PDUs - A program/conference with no specified learning objectives on several diverse session topics that are each less than 3.5 hours in length. The combined sessions must be at least 3.5 hours in length.

When preparing your own conferences and meetings, if you have a program that stands alone from the rest of your conference, you might consider this for CEUs, as long as it meets the other requirements listed above.

For questions about PDU requirements, please contact Penny Mitchell, Senior Manager of Certification at (800) 472-7878, ext. 484 or email: pmitchell@gcsaa.org. If you have questions about CEU requirements, please contact Nicolas Shump, Education Sales and Program Coordinator, at (800) 472-7878, ext. 650 or mailto:nshump@gcsaa.org.

Additional information will be posted on the Chapter Extranet in the following weeks.

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SCHOLARSHIP CHAIRMAN, Jeff Johnson, left, assistant superintendent at The Minkahda Club with host superintendent Mike Nelson of Dacotah Ridge Golf Club. These two put together a very successful Scholarship Scramble on June 18. A full field along with generous sponsorship contributions from Affiliate members helped make it a very successful day.

SWEET SWINGIN’ DONNACHA O’CONNOR, right, Superintendent at Alexandria Golf Club, accepts a couple of gift certificates from a representative of the Dacotah Ridge pro shop for his Alexandria friends that had to leave early. Donnacha is in his first season as a Superintendent.
Drive for the “U” Program

The Drive for the U is a program designed for in-kind donations to the University of Minnesota Turfgrass Research Center. All donations are tax deductible and will help to build the research center into a top notch facility. Paul Eckholm, CGCS, Heritage Links Golf Club. epeckholm@msn.com

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