



MID-ATLANTIC News Letter



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NEXT MEETING

The next meeting of the Mid Atlantic GCSA will be held February 13 thru February 18 in Cincinnati, Ohio. Needless to say, the National is just around the corner - just a couple of weeks off!

DIRECTIONS TO THE MEETING

Go to the nearest airport with connections to Cincy and get it on! And don't forget - we have a man running for a position of National Director. Let's get George Cleaver elected and get some representation from the East Coast for once. It's been a long time - TOO long - since we've had anyone from here that knows what's going on in Des Plaines. VOTE!

PAY UP

Dues are now payable! Get the cards up to your bookkeeper and get the checks mailed! Anyway, if you DON'T, Fungushead may come a visiting. Watch out!

CARDS

About the last official act to be done is to update the Membership Roster and Directory. In each copy of the Newsletter this month, all dues paying members will find an addressed, stamped postcard to be completed if there are any changes to be noted. Please fill these out so you will be sure to get all the mailings that will be coming from the Association.

CRUSH

Bob Miller reports that Dulaney Springs Golf Club in Baltimore has become a statistic to the Maryland State Bird, the gantry crane! Construction started in December on the front nine and hi-rises are already well into the smog-filled skies of Beautiful Balli-more. So much for the wide open spaces program there!

ADIOS

The time has come to say "so long!" This is McCammon's last issue as it is necessary to go on up to Secretary Treasurer and assume the dollars and deficits. We are lucky to find not one, but TWO replacements to fill the position of editor. Ed Heath and Craig Spottswood will be sharing the fun of getting the paper to to the post office each month. PLEASE give them some items once in a while and let them know if anything "newsy" comes up in your area. Do you realize that if only 1/2 of the A & B members contributed ONE article, there would an article a month by a super in the newsletter for the NEXT 4 YEARS.

But I'd like to say thanks to all the people who helped us out on this job for the past 4 years and especially to the Springfield Independent here in beautiful downtown Springfield for doing all print work. They made the job lots easier.

VERY INTERESTING

I had a call the end of December from no other than Paul Alexander, the retired Clemson professor - turned educational director - from National Headquarters. And as if you hadn't guessed, he was calling in regard to the editorial of last month concerning certification.

Well, I KNOW there are a few dedicated readers saying right now - "Ho Boy! McCammon has really stirred up a bag of worms and has the National on his back! Goody, Goody!"

Sorry to disappoint you folks but - not so! In fact, the only COMPLAINT he had was that some how he had been dropped from the mailing list of the Newsletter. But we had a nice talk, (it wasn't collect) and he answered all the questions posed in the editorial and Cliff Wagoner typed the answers up in a letter and it follows this writeup.

Perhaps their answers will clear up questions in other troubled minds besides mine. Please read the following!

1233 Kansas Avenue
Modesto, Calif. 95351
December 29, 1971

Mr. Dennis McCammon
Mid-Atlantic Newsletter
8301 Keene Mill Road
Springfield, Virginia 22150

Dear Mr. McCammon:

The following material is furnished to you as Editor-Director of the Mid-Atlantic Newsletter for possible inclusion in your February issue. We are pleased that you raised these questions concerning certification. This gives us the opportunity to provide meaningful answers in a free and open manner. Interchanges of viewpoints, ideas and comments such as these are an absolute necessity to the continued development and progress of membership services provided by the GCSAA.

Answers to your questions will follow the same sequence in which they were posed so that your readers can follow the situation easily.

Question No. 1: Why has no one raised any question concerning the "murky" points in the certification program? (Paragraph No. 1)

Answer: Although you told us that you referred specifically to the various articles which were published in September and October of 1971, you are asked to recheck the articles published in THE GOLF SUPERINTENDENT (November/December 1970 and January 1971). All interested persons were urged to submit their questions to any member of the Certification Committee or Headquarters. Furthermore the Certification Committee was well aware the program would require constant surveillance and periodic modifications. The first opportunity for the full committee to review the program, since its inception will be at the Cincinnati Conference. The agenda of that meeting will include a critique of the operation to date and the adjustments if deemed necessary. Developing the Certification program was truly a committee effort and if the recommendations for the future are followed it will remain in the hands of an active committee.

Question No. 2: How much weight will the tag of "certified super" carry when competing for a job or a raise with a "non-certified super"? Suppose the certified man is really not as capable as the non-certified and gets the job because of the title? (Both in Paragraph No. 2)

Answer: At present, no one can provide, with any degree of certainty, suitable answers to these questions. However, as time goes by and more and more superintendents complete the stringent certification requirements, it is our hope that the "certified super" will receive the recognition due him. This is exactly the same prospect many professions have faced when they initiated programs designed to cause the general public - and their own members - to recognize the importance of that profession. There are many examples: Certified Public Accountants, Chartered Financial Analysts, Registry of Entomologists, Certified Life Underwriters, etc, etc. Bear in mind that not one of these groups - including our own - guarantees the moral, ethical or functional performance of any given individual. What is guaranteed is that the individual in question has been stringently and professionally examined by his peers and found to possess the qualifications necessary to function as a professional person in that field. In addition, the re-examination aspect of our program provides assurance to club officials that a certified superintendent is staying abreast of changing technology within his profession.

Question No. 3: Several related questions dealing with the "grandfather clause" (Paragraph 3)

Answer: Basically, the "grandfathers" are separated into two categories - those who are under 55 and those who are 55 years of age or over at the time of application. Both, however, must meet the same basic requirements:

1. be currently employed as a golf course superintendent, and
2. have accumulated 20 years as a Class A member of GCSAA plus an equal number of years as a golf course superintendent.

Now if the applicant meets all necessary requirements and is 55 years of age or more at time of application, he will be recognized as a Certified Golf Course Superintendent without any examination now or in the future. On the other hand, if he is less than 55 years of age at time of applications and meets all necessary requirements, he will be recognized as a Certified Golf Course Superintendent without the initial examination, but will be required to stand an examination within 5 years of original certification in order to retain official recognition. As mentioned in previous articles on this subject, any Class A member who feels that he qualifies under the tenure and experience clause must request consideration for same - in writing - prior to September 1, 1973. Applications received after that date will be treated as for any other member, irrespective of length of Class tenure and/or experience. While it may be true that a few individuals fit the "never-changing" category you describe, it is logical to assume that the majority of our "older supers" have made many meaningful contributions, in terms of techniques, improved mechanical equipment, and training of young men, to our profession and this Association. These are the men we wish to recognize within the framework of the tenure and experience requirements. Your comment that these men could be given the examination if they so desire is absolutely true. However, if they elect to do so, the full \$50.00 certification fee would apply.

Question No. 4: And \$50.00 - Where is all the money going from this project? (Both in Paragraph 4)

Answer: The question of money is always a ticklish subject; especially during the present "tight" situation. However, we feel that this represents a reasonable and proper figure. Since this purely a volunteer-type program, it must be self-sustaining. It would not be reasonable to expect non-eligible or non-interested members to see their dues money expended in such a fashion. Another point is that total of \$50.00 when "amortized" over a 5 year period, equals but \$10.00 per year. Compare this to other professional groups, such as CPA's, CLU's, professional airline pilots, etc., and you will learn that they pay a very substantial amount per year for accreditation by their respective associations.

Any "extra" money realized from certification will be used for several purposes - updating of manual materials; additional mailing costs; wall certificates and other recognition procedures, etc. To date, costs for re-examinations have not been determined. As we gain more experience in this area, the Certification Committee will be kept informed.

Question No. 5: Several questions relating to compilation of study materials, who was involved, and why an open book test. (Paragraph 5)

Answer: Basically, the materials were compiled or written by our Director of Education, Dr. Paul M. Alexander. Section I (Knowledge of the GCSAA) was taken from Association records; Section II (The Game and Rules of Golf) is comprised of the official USGA booklet, "The Rules of Golf"; and Section III, dealing with experience factors in turf management practices, contains only pertinent tables, conversion factors and formulas. Section IV (Plant Protectant Chemicals), Section V (Reports, Records and Budgets) and Section VI (Leadership, Delegation and Training) represented new materials and were carefully reviewed by the Certification and Executive Committees. Following these procedures, the entire examination was field tested and all questions were analyzed for accuracy, pertinency and content. Prior to our approval of the examination, changes were made in those which the field testing revealed to be confusing or improper. All field testers were golf course superintendents and the only academic person was Dr. Alexander.

An open book test was decided upon since this type of examination is generally considered to provide a better means of developing in-depth questions. And rest assured

that these questions do not favor the man who can flip pages quickly; a high degree of retention is required. The open book test format also tends to discourage "parroting", which is quite common to a closed book test.

Question No. 6: Several questions concerning testing places, monitors, and where the monitors are located (Paragraph 6)

Answer: Dr. Alexander has obtained firm commitments from 124 university, college, and/or technical institute staff members, representing 78 institutions throughout the United States and Canada. All but a few of these people are directly involved in turf management as teachers, researchers or extension specialists. There are 47 states and 3 Provinces represented in the current list of monitors. At the present time, every attempt is being made to increase this list of professional monitors to ensure our members of minimal travel to and from examination locations.

Mr. McCammon, we hope that your questions have been answered satisfactorily. If you, or any other GCSAA Members have further questions, do not hesitate to contact us. We are making every attempt to make the certification program as equitable and meaningful as possible.

Again, we thank you for your open mindedness and professional attitude toward the Association's purposes, goals and objectives.

Sincerely,
Clifford A. Wagoner
Cochairman
Certification Committee

MATURITY IS MANY THINGS

The following article is from "A Patch of Green" published by the Mich. and Border Cities GCSA.

Maturity is many things. First, it is ability to base a judgment on the Big Picture - the Long Haul. It means being able to pass up the fun-for-the-minute and select the course of action which will pay off later.

Maturity is the ability to stick with a project or a situation until it is finished.

Maturity is the capacity to face unpleasantness, frustrations, discomfort, and defeat without complaint or collapse.

Maturity is the ability to live up to your responsibilities, and this means being dependable. The world is filled with people who can't be counted on. People who never seem to come through in the clutches. People who break promises and substitute alibis for performance.

Maturity is the ability to make a decision and stand by it. Immature people spend their lives exploring endless possibilities and then do nothing. Action requires courage. And there is no maturity without courage.

Maturity is the ability to harness your abilities and your energies and to do more than is expected. The mature person refuses to settle for

mediocrity. He would rather aim high and miss the mark than aim low - and make it.

Editors Note - Can you measure up 100% to all of the above? I can't!

CONFERENCE REPORT

The conference was real success as far as EVERYONE was concerned. No doubt there were a few who didn't think so, but this had to be one of the best conferences in several years. Superintendents were on the program in force and they all did great jobs with it. The four university people also did a fantastic job by giving talks with a lot of information but keeping the context simple enough that it was easily understood. There is nothing worse than hearing a 15 minute talk that lasts an hour and 20 minutes and requires a PhD. in physics to understand. These guys were NOT like that! Our thanks to Drs. Watschke, Beard, Schmidt and Hall for being with us as well as for us. Thanks go too to all the suppliers who contributed and to all the University of Maryland people who worked more or less behind the scenes. And a special big one to Al Watson who headed the entire conference and did a great job.