

Voting Delegates Meet in Kansas

by Randy Gai, CGCS

A voting delegates meeting was held on September 25, 1993, at GCSAA headquarters in Lawrence, Kansas. It was attended by the current GCSAA Board of Directors, headed by President Randy Nichols, CGCS, and 66 chapter representatives from the 113 chapters recognized by GCSAA. Among those attending included three past presidents and several former directors of GCSAA. California was represented by CGCSA President, Bob Tillema, CGCS, of Central Chapter; Dennis Orsborn from Hi-Lo Desert; Pete Bowman, Sierra-Nevada; Dave Flaxbeard, So Cal; Tim Roth from San Diego; and Randy Gai, Northern California chapter. President Nichols decided to get right into the "meat and potatoes," so to speak, since there was no open discussion from the floor at this time. He touched briefly on the resignations of John Schilling, William Roberts, Dianna Green, and the dismissal of Robert Ochs. Also, the Arthur Anderson company was retained to investigate the operating efficiency of GCSAA. The decision to bring in the Anderson Company needed a tie-breaking vote by President Nichols. The objectives of the study were to review GCSAA's business process objectively, conduct a salary appraisal of the top three GCSAA staff (Schilling, Ochs, and Green), and investigate reasons for staff turnover. Of GCSAA's 72 employees, 25 were inter-

viewed, and those not interviewed filled out questionnaires. This study was as Nichols stated "strictly confidential, with only Anderson knowing the results." Schilling then met with the Board to review the study. Consequently, Schilling offered his letter of resignation. The Anderson Company assessed that the staff was hard working, but a severe communications gap existed between upper management and staff, resulting in low employee morale, no inter-communication between employees in performing tasks and using tools and machines, insufficient job descriptions, and, even though none was found, a potential for expense account abuse. The question arose as to whether the staff was hired to assist the membership or to make money. It was also pointed out that all policies were not fairly and equally enforced throughout the staff. Robert Ochs was relieved of his duties at this time. The study also suggested the need for a Chief Financial Officer, as well as a Personnel Director. It was indirectly suggested by Nichols and assumed that upper management ran GCSAA. Joe Baidy, GCSAA Vice President, then addressed the audience as chairman of the Resource Committee. This committee was charged with reviewing GCSAA bylaws and was asked to recommend any changes they found to be necessary. A number of changes were presented to the delegates and a "straw vote" was conducted to decide if each potential change was

Tips from the USGA New and Improved

by Pat Gross,
USGA Agronomist

From time to time it is only natural to sit back and ponder the state of the turfgrass industry. If you are like me, it can often seem like very little has happened in the past few years, except of course for increased governmental involvement that has removed several products from the marketplace. But what may seem like reality can sometimes be misleading.

Let's take for example the tremendous progress that has been made in the last five years on the improvement of several turfgrass species. Most notable of course has been the release of 609 buffalograss under the direction of Dr. Terry Riordon, University of Nebraska. This native turfgrass with low water and nitrogen requirements was discovered in the central portion of the United States and will soon pass the coveted million dollar sales mark. Not bad for a grass that has only been available for a little over one year.

Another milestone of somewhat lesser note, is the recent release of Crenshaw and Cato creeping bentgrass under the direction of Dr. Milt Engelke, Texas A&M University. To-date these two grasses have gained notoriety under their experimental call numbers Syn 3 and Syn 4, or as Syn 12 which is simply a blend of both that has been planted at Riviera Country Club.

What separates Crenshaw and Cato from other cultivars, such as Penncross, is their dense texture and darker green color. Combined, these inherited genetic traits have generated significantly higher quality ratings at test locations throughout both the southern and western states.

If you are interested in how these, and many other prominent cultivars, are doing in the State of California you can contact our office at 714/457-9464 and we would be happy to send along current data being collected on a monthly schedule at Mesa Verde Country Club in Costa Mesa. Unlike many cultivar evaluation studies that have been either forgotten or neglected, Reed Yenny and his staff take exceptional care of the triplicated plots and even encourage members to practice on the turf to simulate "real world conditions."

worth pursuing at the conference next year in Dallas. A number were returned to the Resource Committee for

rewrite and a number were automatically eliminated. This

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CALIFORNIA CLIPS AND CUTS

The CGCSA third quarter board meeting was held Saturday, November 13, in San Diego. Some of the issues addressed were:

Voting. There is still some question as to how the local chapters are to cast votes on GCSAA issues. Voting is confusing because of the variance between the local membership rosters and GCSAA's voting member list. There are several names on GCSAA's voting roster who no longer live in the state of California,

but who are casting their votes with us. Conversely, some on the list are members of California associations, but are voting with other chapters. Part of the problem seems to be that there is no definition on the GCSAA membership application as to what the distinction is between "individual" voting and "chapter" voting.

After much discussion, the board reached a consensus that the decision made a few years ago to have all the local chapters vote as a block with

the state, depending on the issues would stand. The bottom line, however, is that each local chapter makes the determination of how their block is voted. If a local chapter decides to vote in variance with the state, the votes will be pulled individually and not be signed over at national. If there are any members of national who are confused about their voting status, or would like to change it, please contact Brian Bagley for information on how to proceed.

Tax Exempt Status. Because of some questions posed at this meeting, the state board passed a motion to seek legal counsel concerning our tax-exempt status and how to approach such items as membership lists, advertising sales proceeds, and interest income. It appears that some of the bylaws may need to be rewritten to assure compliance with the laws of non-profit filing.

The California Hospitality Suite at the international

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was a lengthy process which lasted well into the afternoon.

Late in the afternoon, President Nichols returned to the podium to address the question of how local chapters can become more involved in GCSAA. There is a common link in the profession of the golf course superintendent with GCSAA and yet no ties exist between GCSAA and local chapters. It was also pointed out that because of this professional bonding, many non-members ride GCSAA's coattails as they lobby in Washington on behalf of the golf course superintendent. Nichols asked us to strive for a networking of chapters with direct and regular contact and possibly the formation of a Chapter Relations Service. We were then challenged that evening during an "attitude adjustment" period to find solutions to getting commitments from local chapters to GCSAA.

The meeting was called back to order Sunday morning as we rehashed possible ways of achieving the needed commitment from local chapters. The needed goal was not reached, but many thoughts will be developed.

The focus then shifted to future direction of GCSAA and the development of the "Meeting in General" of the voting delegates. This congregation of delegates was deemed to be revolutionary for GCSAA in both communication and input. It was decided this should be a regular annual fall meeting to include candidates for election. The floor was then opened for discussion. Questions asked of the Board included Roberts' resignation, new GCSAA headquarters wing, the old building, bylaws changes, the Pacific Rim, International agenda, and marketing GCSAA.

It was certainly a worthwhile meeting. All things considered, I would strongly advise GCSANC to be represented each and every time this meeting is held.

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