

## 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

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

## 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."

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