

GCSAA Focuses on Career and Employment Issues

In accordance with its strategic plan, the Golf Course Superintendents Association of America (GCSAA) recently convened a meeting at its headquarters to discuss ways to provide members with resources to effectively secure employment and pursue career goals.

The Career Development Resource Group met at GCSAA headquarters October 7-8. The group focused on employer education, practical job-seeking skills and tools, and career guidance and counseling. The purpose of the meeting was to give input and direction to the successful establishment of GCSAA's new career development department.

In addition to chapter relations and information services, career development is one of three new areas of emphasis introduced by GCSAA's strategic plan. All three areas now are represented by new departments at GCSAA headquarters.

Some of the suggestions that came from the meeting

included improvements to:

- GCSAA's Employment Referral Service. New changes in the format for the weekly job notices have already been implemented.
- GCSAA's Employment Resources Kit.
- GCSAA's Salary Survey.

In addition, the group recommended changing the purpose and direction of The Leader Board, GCSAA's club and course leader-directed newsletter. The group discussed plans to shift The Leader Board from a subscription-based publication to one that would be provided free of charge to every golf course with a GCSAA member. The publication would stress the vital importance of hiring and properly compensating a well-qualified individual for the position of superintendent.

GCSAA Director Scott Woodhead, CGCS, is a chairman of the resource group.

Tips from the USGA A Christmas Story

by Paul Vermeulen
USGA Agronomist

The Christmas shopping season has arrived. It is a time of year that should bring peace and joy to every American man, woman and child. If you're like me, I'm sure you're rejoicing at the thought of screaming children at the toy store and a man dressed like Santa Claus at every street corner clanging his bell. Peace and joy or holiday mayhem? Sometimes I get confused.

In times of holiday confusion I'm reminded of a Christmas story about a superintendent who received a very special gift from ole' Saint Nick. This superintendent had been good all year long. He mowed the rough before it got too long, he set the course up easy on guest day so everyone would have a good score, and he even got rid of the gophers without killing a single one.

Despite all these good deeds, however, the golfers began referring to the superintendent as Agent Orange (the "defoliator"). The impetus for this affectionate nickname was due to the July disappearance of all but a few miserable blades of bentgrass on number six green.

It was a mystery to the golfers. Here was a green located in what many considered the most ideal location for growing turf. Surrounded by tall pine trees on the south that provided welcome relief to the golfers from the summer sun, and located in front of a pristine brook, most golfers thought number six green held "signature hole" status.

To solve the mystery the Green Committee applied the following five Laws of Turfgrass Management that all golfers know to be true:

Law #1: Golfers who wear cleated shoes improve the turf by aerating the soil.

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IN MEMORY OF Fred Mays

It is with a heavy heart that I write this memorial to Fred Mays, golf course superintendent for 17 years at Peninsula Golf and Country Club in San Mateo, California.

Fred was born November 16, 1936, in San Jose. He grew up in Sebastapol and later moved to the San Mateo area. Fred joined the Marine Corps in 1954 and served his country during the Korean war as a sergeant. He was wounded in battle and was decorated for valor with the purple heart.

Fred Mays got his first taste of the golf industry while working at the military base golf course in Twenty Nine Palms. He then returned to his hometown and worked at a Sebastapol golf course. In 1965 Fred came to Peninsula Golf and Country Club. Fred worked there for better than half his life: twenty-nine years, 17 as the superintendent. Fred passed away at his home on October 27, 1994, in the company of friends. He is survived by his wife Ada, his son, three grandchildren and two great grandchildren.

On Monday, October 31, 1994, a memorial service was held on the 13th tee at the club. The service was attended by about 80 family members and friends. A redwood tree was planted and dedicated to Fred's memory.

Fred, don't forget to rake the bunkers, replace your divots and repair your ball marks. As we will all be joining your foursome someday soon.

We'll miss you.

green would recover.

In the final chapter of this story, the superintendent is rewarded for protecting the golfers' delicate beliefs. After all, far be it for a superintendent to tell the golfers that their Laws have no real scientific merit.

On Christmas Eve Santa slid down the chimney with the gift that was on the top of his list: the pine tree that had killed number six green in July decorated with beautiful ornaments and hundreds of colored lights!

Merry Christmas and Happy New Year!

Golf's Greatest Holes 4th Hole, Turnberry Scotland

The 4th at Turnberry bears the name Woe-Be-Tide. It is a 175-yard one-shotter; you practically stand on the firth and hit into a crosswind to a green about as big as your golf bag, with water on the left and the hounds of the Baskervilles on your right

-Dan Jenkins
August 11, 1969

USGA

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Law #2: Planting more trees on the course improves its aesthetic quality.

Law #3: Mowing greens at an 1/8th of an inch improves turf density.

Law #4: Greens should never be aerified when the weather is suitable for playing golf.

Law #5: All turf ailments can be cured by spraying pesticides.

Based on the five Laws of Turfgrass Management, the Green Committee came up with the obvious conclusion. The superintendent spends too much time in his office talking on the phone with other superintendents who don't understand the basics of

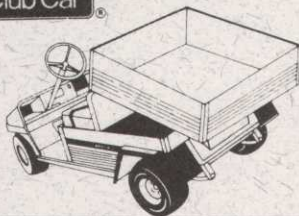
turfgrass management.

As the heat of summer gave way to the arrival of fall, the golfers watched as the sixth green slowly recovered from the superintendent's neglect. Given their belief in the Laws of Turfgrass Management, they knew all that was needed was to threaten the superintendent's job and, bingo, the sixth

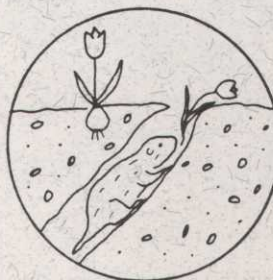
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