


Druhan (Penn State), Jack Mucia (Joliet), Mike Rayman (Danville), Rick Wilson (Illinois), Tom Wilson (Eastern), Dave Wollenberg (Penn State), Kevin Smith (Penn State), Donald Houston (Southern), Bob Rigney (Danville) and Bob Kohlstedt (Illinois).

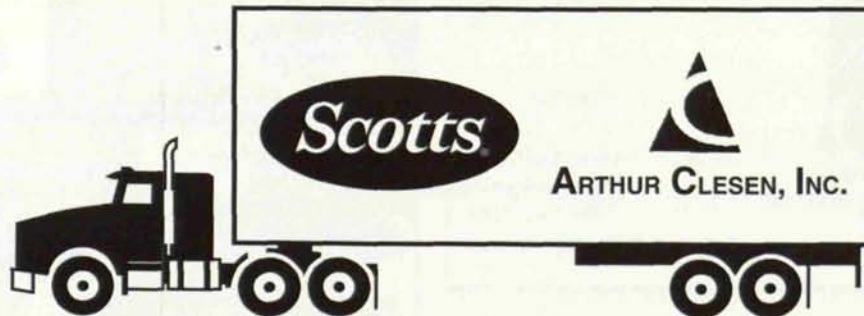
The last name on Dudley's list, and still working as Dudley's assistant, is Dave Kohley. Dave earned a B.A. in horticulture from Eastern Kentucky in 1992. Also known as "Hoosier," Dave came pretty close to choosing a career of losing to Tiger Woods. If that had been the case, Silver Lake might not have been the 97th course in the country to be certified by the New York Audubon Society. When Dave is not hunting, fishing or golfing, you can find him restoring the creek banks for erosion control or building new pro tees for the South Course. I'm sure Silver Lake applauds his efforts. Also, it would

be downright shameful not to mention Dan Brown, who has been Dudley's mechanic for the last 18 years. If you like to play cards, stop by Dan's shop around lunch time.

This super-n-site could actually take up an entire issue of *On Course*, just writing about Dudley Smith's accomplished career, but we can't leave out the President's Message or especially John Gurke's Bull Sheet. I didn't even touch upon Dudley's wife Marlene, also the mother of Tom and Rick Wilson. Marlene, if you read this, I promise to stop by for a hotdog soon. So come on out for the May 15 Combined Golf Day at Silver Lake Country Club. And remember to thank Dudley, Dave, Dan, Paul and the rest of the crew, because they had to put in extra time on Mother's Day to give you an excellent golf course. 

Dave Kohley earned a B.A. in horticulture from Eastern Kentucky in 1992. Also known as "Hoosier," Dave came pretty close to choosing a career of losing to Tiger Woods.

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A Gourmand's Guide to the Art Behind One of Summer's Sublime Pleasures:

Barbecue!



Did you properly winterize the system last fall? (Did you even shut it down?)

Did you clean it out thoroughly?

Did you order and inventory the necessary parts to start it up this spring?

Were there any plans to upgrade the system that haven't been completed yet?

Are you getting a new system?

You have discussed the pros and cons of different systems with your peers. You have read as much as you could find written by people who should know. You are ready.

No, I'm not talking irrigation! I'm talking barbecue!

The grill is clean. The weather is right (for those of you who even bother to shut down for the winter). The anticipation of this moment has reached its peak. FIRE IT UP!

(continued on page 24)

What is barbecue?

For some, the joys are simple: burgers, brats, hot dogs and the usual (or sometimes, unusual) array of condiments. Start the charcoal, get 'em hot, and start cookin'. This is as good as it gets.

For others, the experience borders on religion. Which is better, charcoal or gas (bottled or natural)? Which wood chips add the best flavor? Which cuts of meat lend themselves best to the process? How should they be prepared (prior to getting anywhere near the grill)? How long and at what temperature do you cook?

And how about the SAUCE?

Barbecue sauce...which is the best? Talk about varietal studies and ratings! Open Pit, K.C. Masterpiece, Sweet Baby Ray's, homemade...

Okay, okay, you know what you like and how you like to do it. But here is some food for thought. According to Lenard Ruben, formerly at Scottsdale's Phoenician Resort, "barbecue" is meat slow-cooked for hours over relatively low heat. The finished product should fall off the bones. His recipe for beef short ribs calls for cooking the ribs for four hours at 225 degrees on the grill, then placing them in a flat pan and basting them with sauce for another hour covered with foil on the grill. Talk about anticipation...

So you know you can do ribs more quickly than in five hours. It's the sauce that's the secret. When told that Ed Braunsky also preferred Sweet Baby Ray's, Luke Strojny commented, "Great minds think alike!" (Scary, huh?) But one sauce is not the answer for all meats. Most beef and rib sauces have a vinegar ingredient, while most sauces for chicken use a lemon ingredient. Doctoring your favorite bottled sauce with

RealLemon can give you a really tasty sauce for chicken. And for those of you who would like to make your own sauce, but don't know where to start, here is an example.

- (1) 26-32 oz. bottle tangy ketchup
- 12 oz. bottle chili sauce
- 1 tbsp. horseradish sauce
- 1 tbsp. Worcestershire sauce
- 1 tsp. brown sugar
- 4 oz. sweet pickle vinegar (left over from jar of pickle slices works well)

Mix and put most of the mixture back in the ketchup squeeze bottle for refrigeration.

If using with chicken, substitute lemon juice for sweet pickle vinegar.

Cooking style is an individual thing, but indirect heat up until you

apply the sauce, then direct heat to taste, works well for me. However, meat preparation can make you or break you. Ribs would not be the same without following several key procedures. Be sure to remove the fine skin on the bottom or underside of the ribs. Then rub chili powder on the top side of the slab, and chili powder and cayenne red pepper on the underside. Rub it in with wet hands. Now the ribs are ready for the grill.

Wood chips of various types on the coals can add that special flavor. Experiment with several.

Now it's finally time to kick back with your favorite beverage, some potato salad and your favorite people for a relaxing time. As you move through the upcoming season, you are going to need as many of these opportunities as you can get!



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The Professional Development Initiative— History and Overview

Editor's Note: This article is part of a series.

In the last three years, GCSAA has embarked on a journey to develop a system that would elevate the professional qualifications and recognition of our members, through a project called the Professional Development Initiative (PDI). You may have attended a chapter presentation to learn about it. Or you may have seen the Talking it Over discussion forum on the GCSAA Web site. Or maybe you have just heard about it from your members. Or maybe, just maybe, you are just now hearing about it. So what is it all about?

In designing the PDI, the MSRG identified what the employers of golf course superintendents need, want and value from the golf course superintendent. Then, they began the arduous task of detailing the knowledge, skills and attributes required of superintendents to satisfy employers' needs.

Discussion on the PDI began in 1996 and has continued to this day. It was a member-driven initiative, one designed to establish credentials for members so that the golf course superintendent can be appropriately recognized as a key contributor to the golf course. Shortly after the delegates meeting when it was first introduced, then-President Paul McGinnis, CGCS, appointed the Membership Standards Resource Group (MSRG).

The group developed a mission statement that discussed the need to improve the knowledge, skills and abilities of the professional superintendent that will contribute toward improved playing conditions and the enjoyment of the game of golf. The MSRG believed that increased salaries will measure success, as will enhanced job security, improved job opportunities and intensified recognition by employers. They then began to outline the process for achieving these goals.

Four research projects were conducted to provide the MSRG needed information. These included:

- A job analysis to determine the responsibilities of a golf course superintendent;
- An employer study to determine their attitudes about superintendents;
- A study to determine what our members thought of GCSAA's education; and
- A review of GCSAA's educational programs by curriculum experts.

(continued on page 29)

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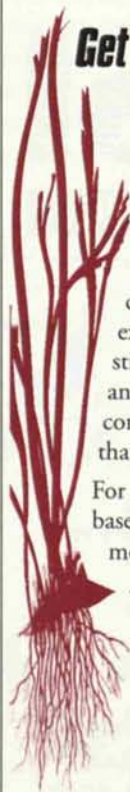
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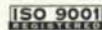
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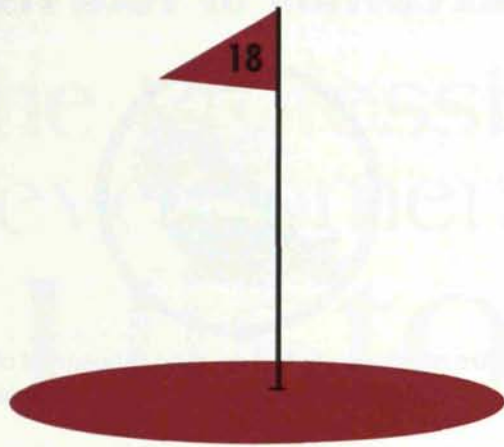
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Many of the conclusions drawn from these research projects validated preexisting assumptions. For example, golf course superintendents need a broad range of skills and knowledge to perform their jobs successfully. Employers often don't understand what superintendents do. And finally, although GCSAA members like the current education program, research proved it will be inadequate in meeting future needs.

In designing the PDI, the MSRGR used the results of the research. They identified what the employers of golf course superintendents need, want and value from the golf course superintendent. Then, they began the arduous task of detailing the knowledge, skills and attributes required of superintendents to satisfy employers' needs. The MSRGR knew that education provides the means for superintendents to fill any gaps between those competencies that superintendents have and those they need. So GCSAA began to develop a state-of-the-art curriculum that provides the golf course superintendent the tools needed to meet the challenges they face in managing the agronomic conditions of the golf course, the staff and the budget. Furthermore, the MSRGR recommended that GCSAA be positioned to recognize the accomplishments of the professional superintendent with a competency-based classification system.

The MSRGR also began to develop recommendations to restructure the classification system. Their recommendations are intended to provide the marketplace with a benchmark of what it takes to be a superintendent by more closely aligning the membership requirements to marketplace requirements.

The MSRGR recognized that classification is a personal issue and

they began with a set of assumptions before developing their recommendations. For example, they wanted GCSAA to remain an inclusive organization; in other words, everyone who wanted to be a member should have that right. However, they wanted to be able to have the classification system "mean something." The model they are proposing is only their recommendations. They are seeking member input and will be accepting member input **through May** before making their final recommendations at their June meeting.

Currently, they propose the following for Class A membership:

- A member must hold the job responsibility of a superintendent;
- A member must take a self-assessment based on the competencies being identified;
- A member must pass a validation of the self-assessment (to be determined);
- A member must have a bachelor's degree or have completed a two-year turf program (with a minimum number of hours) from a nationally accredited college or university; and,
- A member must possess a current pesticide license.

In addition, Class A members would be assessed ongoing requirements which are yet to be determined. The MSRGR recommended that these requirements be fulfilled through an administrative renewal cycle of every three years and that it contain a blend of continuing education and professional education. They also recommended that certification be restructured to align more closely with the Class A membership requirements, but at a higher competency level.

The MSRGR realized that many superintendents have been in the business for many years and have been contributing members of GCSAA. As a result, they recommended that all current Class A members be moved into the new Class A categories and be responsible for only the ongoing requirements. They made the same recommendation for all currently certified members. Finally, they recommended that all current Class B members transition into the Class B category but be allowed to apply for Class A membership by only passing the validation of the competency assessment and experience. Then as Class A members, they too

(continued on page 36)



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What about the dream?

"I loved Butler so much and was happy there," says Oscar. "I wanted to enjoy the results of my work—specifically, the reconditioning of the course after the rains in '87—for a few years."

Ed persisted in courting Oscar. Over dinner, the two men discussed the project in detail. Bert Getz, owner of Stonehenge Farm in unincorporated Lake County, had a passion for nature and preserving open space. Rather than sell the family farm to voracious real estate developers, Getz decided to build a golf course that would harmonize with the environment and enlisted Ed to coordinate the project. Oscar listened intently as Ed explained the team concept he had in mind: a designer, architect and superintendent working together from the earliest phases of development.

"When Mr. Getz hired me, the primary concern I had was surrounding myself with talented people," says Ed. "So I set forth to hire the best people out there,

including the superintendent, before construction had started. I wanted a superintendent to do the grassing plan, irrigation plan and drainage plan. By hiring the superintendent up front, you get all of his expertise, plus he knows and approves the infrastructure of the golf course."

Comments Oscar, "Ed felt it was very important to bring a golf course superintendent in on the ground floor. The person who would be taking care of the golf course should develop the specifications and oversee the construction to ensure it was done properly. That interested me quite a bit."

Nonetheless, Oscar again declined the offer. Over the next several weeks, Ed hired architect Bob Lohmann and took Bob on a whirlwind tour of numerous area golf courses, pointing out his likes and dislikes. Bob submitted six routing plans before Ed approved the concept for what became The Merit Club. With a routing plan in place, Ed called Oscar again. This time, Oscar asked to see the site.

Remembers Oscar, "We met at Mr. Getz's estate and walked over to about 100 acres of corn. The corn was 8' tall, and I had to stand on the top rail of the fence to see what the profile and contour of the golf course would be. I liked the openness and movement of the property. I also noticed that the watershed coming onto the golf course was very small—no major creeks or streams."

As Oscar and Ed surveyed the landscape, Bert Getz strolled down from his home and joined them. "Soon after that first meeting I was able to develop a feel for what kind of person Mr. Getz was and what kind of relationship I would have with him," Oscar says. "I was quite impressed with Mr. Getz and felt as though I had credentials that would help fulfill what he was looking for in a golf course superintendent to help with the project."

Oscar began to seriously entertain the offer at hand. "During that process, I kept the committee at Butler National fully apprised of what was going on. They were terrific and told me to do what I really wanted to do."

On a Sunday six weeks after the initial contact, Oscar met with Ed and Mr. Getz to discuss a contract. At Butler National, the committee awaited Oscar's return and a decision. "I told them I would resign that fall, staying as long as necessary to ease the transition," says Oscar.

Ultimately, Butler hired a new superintendent in October. "I left in the good graces of everyone at Butler," Oscar notes. "They were so good to me for so many years, I felt I owed that to them."



The Merit Club's 18th tee and fairway, looking towards the clubhouse.