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A picture tour of San Diego. Clockwise from top r. Torrey Pines State Park, The San Diego skyline from Coronado, a Giant Panda from the San Diego Zoo, The Gas Lamp district, La Quinta Golf Club, The Midway, The Sand Diego Conference Center, The Midwest Hospitality Reception and Pacific Drive.
Photo credit: Luke Cella

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The Midwest Association of Golf Course Superintendents (MAGCS), founded December 24, 1926, is a professional organization whose goals include preservation and dissemination of scientific and practical knowledge pertaining to golf turf maintenance. We endeavor to increase efficiency and economic performance while improving and enhancing the individual and collective prestige of the members.

The MAGCS member is also an environmental steward. We strive to uphold and enhance our surroundings by promoting flora and fauna in every facet in a manner that is beneficial to the general public now and in the future.

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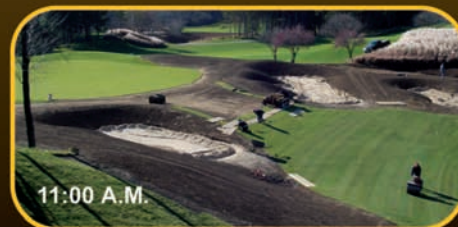


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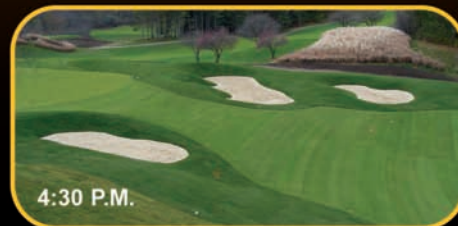
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Jim Keith, CGCS and Mark Thibault, MAGCS Directors



Jim Keith

Mark Thibault

2010 is in Full Swing, are You?

With the 2010 golf season around the corner, we have some exciting venues to feature for the upcoming season.

The **April 27** meeting will take place at Joliet Country Club with the host superintendent being Mark Kowaliczko. The spring event is a fun way to start the golfing season. It features a 4-man scramble so that everyone can shake the rust off early in the year. The golf committee has decided to bring handicaps back into the fold for this event – we will use 20% of your combined team handicap to figure out our net winner. By the way, one of the benefits of your Midwest membership is a USGA handicap through the CDGA. To sign up for one please contact our office 630-243-7900 and we will get you set up.

May 17 is the combined ITF and Midwest Meeting and will take place at Idlewild Country Club, Kurt Sams CGCS. The ITF has done a great job the past few years with this event posing partners in a Ryder Cup format. It isn't too early to think about your foursome. Plan to play in this event and help support turf research.

June 14 features the Dom Grotti Championship along with the Senior and Class C Championships that will be hosted by Phil Zeinert CGCS at Elgin Country Club. The Dom Grotti Championship, for those not familiar, pairs the Superintendent and their Assistant for the day. The event is in honor of Domenic Grotti, the long time Superintendent of Sunset Ridge Country Club. Domenic encouraged the participation of Assistant Superintendents both locally and nationally to stay involved with their associations.

Our annual family picnic event takes place on **July 17** with the Kane County Cougars. This has become a great tradition involving the families of the MAGCS. Come out and enjoy a fun filled evening where the spirit of baseball is still alive and genuine. NEW this year: We booked one of the new upper decks along the first base line that will provide a really unique setting for our group. Don't miss this chance to spend some time with your family and friends, while taking a small break mid-season.


September 16 is the Annual MAGCS Championship. Tim Anderson, CGCS and Naperville Country Club will host this year. The winner of the Championship Flight receives an automatic exemption into the 2010 Illinois Open.

In addition to our golf event for the month of September, the 2nd annual iTurfExpo will be held again at the Midwest Golf House on **September 22-23**. This fund raising affair was a success to build on after the turnout from last year. This is another great ITF event so come out and help support the research that is needed for our success. The ITF depends on your participation.

We return to Cantigny Golf Club where are current MAGCS President, Scott Witte, CGCS will host the annual College Championship. The famed Collegiate Championships, held on **October 4**, features a 2-man scramble representing regional colleges and universities.

On **November 3**, we return to Medinah Country Club and host superintendent, Curtis Tyrrell CGCS for 2010 MAGCS Annual Meeting and Turf Clinic.

We encourage all members of the Association to participate in as many meetings as possible during the year. Attending monthly meetings is a great way to meet new members and stay involved in one of the GCSAA's leading chapters. The success of our organization depends largely on the involvement from the vast and talented membership of the MAGCS. Attending these meetings is a great way to stay refreshed within the demanding work environment and give us all a chance to relax and play a round of golf. So please, plan to attend a few events during the 2009 season. See you there! **-OC**



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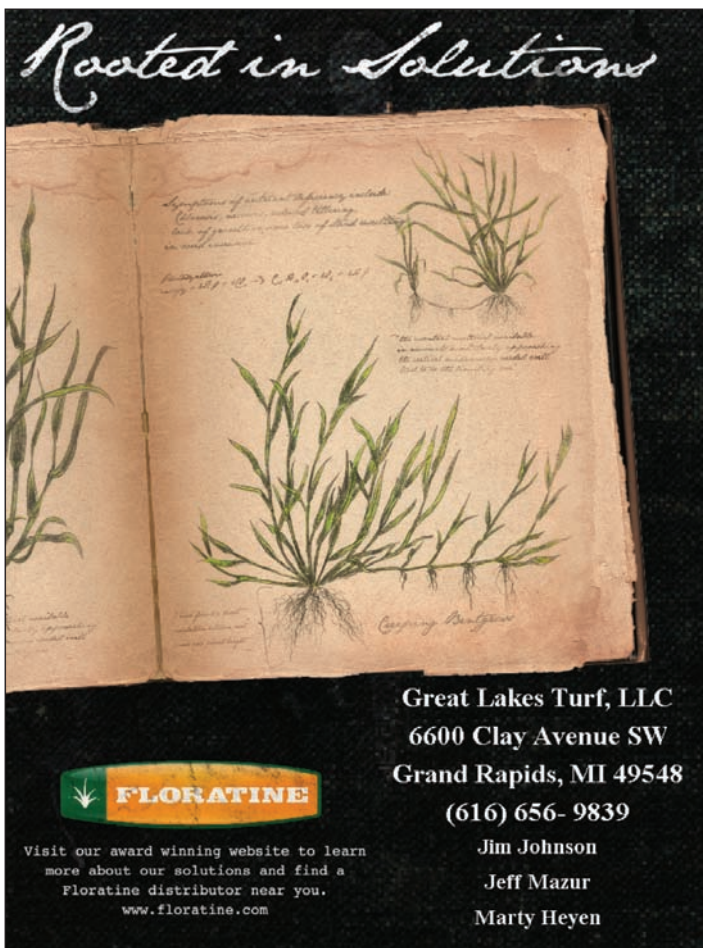
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FEATURE I

Ty McClellan, USGA Green Section



Getting Their Hands Dirty

Adding value to student internships

As Bud White, Director of the Mid-Continent Region, USGA Green Section, and I reviewed applications and began interviewing turfgrass students this past week for our internship, we found ourselves talking about how important it is to provide a well-rounded internship experience, how important internships are, and what their ultimate goal is. In fact, during Turfgrass Advisory Service visits and at many conferences throughout the year, internships are a regular topic. Sadly, many well-respected golf facilities are frustrated with the recruiting process. And, while some top-tier, nationally recognized courses with internship openings will be inundated with dozens and dozens of applications, other quality facilities that are not as prominent will fail to receive more than one or two applications, if any.

During my travels, I frequently ask superintendents about internship possibilities at their facilities. Do they have quality interns? What type of program is in place? Is it working? It has been surprising to learn that a number of great golf courses either lack internship programs or have given up on the idea of interns altogether, because few students showed an interest, even with an offer of free housing. Many of these facilities are notable or have fairly substantial annual operating budgets. This article summarizes some of the key points and areas of concern that have been prominent in these discussions of internships.

An internship in turfgrass management is a specified period of time during which a student works under a professional in return for instruction. For golf, internships are available at a wide variety of facilities and associations, and they offer an even wider array of experiences.

The most popular internships are offered by nationally recognized, private or resort golf facilities. Many of these facilities have more than eighteen holes of golf and host major championships. Others have moderate to large budgets but may or may not be nationally recognized. These facilities may host a championship from time to time, but, in general, their

emphasis is on daily golf whether it is private, public, municipal, corporate outings, etc.

While there are advantages and disadvantages to each, it is important to realize that students benefit the most from diverse experiences. Currently, students prefer the nationally recognized facilities, which do not always guarantee the best experience. Depending on the structure of the internship, there can be voids in skill development and in gaining an understanding of course management. When the student enters the workforce, these voids become obvious, positions can be jeopardized, and the ability to successfully transition from school to full-time employment can be undermined.

Voids in training occur when the student experiences only a small range of activities during the internship. There can be a greater risk of this at larger, rather than smaller, facilities. In smaller facilities, with a limited number of employees, assistance is always needed across the course. Weaknesses in training also tend to be more frequent if a major event is on the calendar, since tournament preparations demand a great deal of time from course supervisors. This can leave little time to spend one-on-one with interns. For these reasons, mid-range

(continued on next page)



facilities should never be discounted, as they may offer a better internship, greater experiences, and more challenges for better student development.

An investment is required on both ends to ensure success. The superintendent must invest just as heavily in mentoring interns, as the intern must invest in the learning experience. While there are great internships where much of the golf operation is explored, there are also programs where an intern does little more than an hourly summer employee would, performing just one or maybe a few mundane tasks repeatedly throughout the duration of the internship. These tasks often include raking bunkers, changing cups, and so on. Again, the objective is to experience a broad range of activities and preferably as many aspects as possible of golf course management. Internships should cover all areas of golf course maintenance practices, including irrigation and equipment repair, as well as budgeting and personnel management. If at all possible, educational seminars, university turfgrass research field days, local association meetings, and meetings with key staff and course officials should be included in a quality course internship.

It is also important to vary the internship experience, nationally (not just locally) and at both public and private facilities. Many four-year turf degrees and two-year programs require six months of internship experience as part of the curriculum. Students can vary their experience by doing two, separate, three-month summer internships.

Superintendents can collaborate with other facilities, whether they are across the street, across town, or across the country and share interns by splitting the summer in half or by recommending an intern for the following season. In addition, a student's internship experience can be enhanced by volunteering for a week at a major championship, if it is not possible to do a full summer internship at a facility, but remember to plan this type of involvement well in advance. While all interns generally agree that taking part in the preparations for a major golf championship is exciting and special, not all will be motivated to seek employment at these types of facilities, not all will be fulfilled. Some may even find that the added demands of such tournaments are not enjoyable and that they prefer a smaller facility.

We all play a part in promoting the game of golf and our industry. We are all responsible, in one way or another, for its overall success. Internships play an important role. The following thoughts are offered for improving the internship process:

For Students - Internships provide education, experience, and career opportunities. A well-rounded placement that offers involvement in all aspects of golf course management should never be overlooked. At times, this means looking past nationally recognized facilities and identifying prominent regional facilities. While name recognition can be important, a range of activities and responsibilities is equally important. Therefore, try working with course officials, and particularly the superintendent, to take an active role in setting objectives. When considering internships, ask questions, ask for more responsibility, and try to obtain a broad range of experiences. Spend

time at different types of facilities, in varying geographical regions, with a range of climates, and with various turfgrass species, budgets, management styles, golfer expectations, etc. This will maximize your experience and provide the background and credentials needed to compete for a full-time position at the course of your choice.

For Student Advisors or Program Coordinators - Advocate for internship experiences that are comprehensive and balanced. Doing so will better prepare students for a successful transition into the workforce following graduation. In addition, students will begin to develop the network they need to find a job and build a career. Look ahead and determine if championships will be in the area and if volunteers are needed. This can be an excellent opportunity for networking and gaining practical experience. Work with local courses and make contacts outside the region so that you can help your interns become aware of opportunities.

For Superintendents - If you have struggled with setting up or maintaining a quality internship program in the past, do not give up just yet. This is a great time to take another look at recruiting

and design a better internship experience. Some superintendents attend university career fairs to recruit interns. For those limited by budget, consider working with nearby superintendents to create a shared internship with another facility or facilities. Quality internships require investments of time, effort, and patience. Challenge interns to think critically. Encourage questions. Internships can be a screening process for future assistant superintendents. They can help you assemble a dedicated, talented, hard-working staff. There is a direct relationship between course conditioning and the quality of the staff.



In addition to the typical internship activities, consider allowing an intern to shadow your movements for a week. This could be a benefit earned from a long summer of effort. With supervision, provide the intern with an opportunity to feel the responsibility of handling day-to-day planning of golf course activities. Include conducting a morning meeting with the crew where tasks are assigned and daily objectives discussed. Following the meeting, allow the intern to assist in managing daily activities and monitoring course conditions throughout the day. During this week, a meeting or two with the general manager, senior department heads, or key personnel would also be very beneficial.

For Future Employers - Open up your course for internship opportunities and help design programs not only to teach turf management skills but also to develop the characteristics you look for in your employees. When interviewing applicants for an assistant superintendent position (or any other skilled position, such as irrigation or spray technician or crew foreman), critically review résumés and job applications. Avoid placing too much emphasis on name recognition of the golf facilities where the applicant has past experience, as this does not automatically qualify someone to be an assistant superintendent. The best candidates are those with the capacity to perform a variety of duties and a skill set that is broad. Read between the lines and ask the right questions to ensure that the applicant is an ideal fit for your facility. The best candidates are generally those who have internship experiences at facilities with resources and expectations consistent with yours.

It is important for golf facilities to find motivated interns. Furthermore, internships should be evaluated for what can be learned and achieved. "As seen on TV" does not necessarily mean, "experienced in person." While some students appear to have the preferred internship experience, they may lack the necessary training and qualifications to succeed.

All of us can and should be advocates for the game of golf and our industry, and this includes promoting quality internships. Better internship programs strengthen our industry and improve our golf courses because individuals are more experienced, better qualified, and more likely to be placed in the right positions for success.

For complete details on developing and experiencing a quality internship program, GCSAA has an Internship Handbook that is available on the Internet for employers at the following address: www.gcsaa.org/jobs/employers/interns/internshiphandbook.aspx and students at the following address: www.gcsaa.org/students/InternshipProgram.aspx. To search and post internship opportunities, visit www.gcsaa.org (select "Internships" under the "Students" tab) or contact faculty advisers at a university or school with a turf program. Several good articles on mentoring that specifically pertain to internships include the following:



MAXIMIZING STUDENT INTERNSHIPS:
Make the Summer Rite of Passage a Win-Win for Students and Superintendents (Bakalyar, Andrea C. 2004. *Golf Course Management*. November. 72(11): p. 76-78
<http://archive.lib.msu.edu/tic/gcman/article/2004nov76.pdf>)

SUCCESSFUL RECRUITING: Building Your Crew Around Student Interns
 (Brame, R. A. 2000. *USGA Green Section Record*. May/June. 38(3): p. 4
<http://turf.lib.msu.edu/2000s/2000/000504.pdf>)

HELPING HAND: Building Up the Next Generation of Superintendents
 (Grys, Lucie. 2009. *GreenMaster*. March/April. 44(2): p. 34-35
<http://archive.lib.msu.edu/tic/grnma/article/2009mar34.pdf>)

TEACH YOUR INTERNS WELL: Two Superintendents Team Up for the Ultimate Program (Myers, Jim. 2008. *Golfdom*. April. 64(4): p. 96-98
<http://www.golfdom.com/golfdom/Professional+Development/Teach-Your-Interns-Well/ArticleStandard/Article/detail/512889>) -OC

TY McCLELLAN is an agronomist with the USGA Green Section's Mid-Continent Region. He has seen many great internship opportunities overlooked by students in recent years.



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The Facebook logo, consisting of the word "facebook" in white lowercase letters on a blue rectangular background.The LinkedIn logo, featuring the word "Linked" in black and "in" in white inside a blue square, followed by a registered trademark symbol.

Professional Social Networking

The way we communicate today is different from how we communicated in the past. Instead of snail mail and telegrams, we send emails and make phone calls. Want to leave somebody a short message on a post-it note? No need, just send them a text message. Not only have some methods of communication been replaced by others, but there are new ways of sending your message to individuals and groups. One of these additional methods is online social networking.

Social networking is what happens when people with a common interest interact for personal or professional gain. There are myriads of websites designed for these connections, but Facebook and LinkedIn are among the most popular.

Sites like these can be useful in our personal and professional lives, and, the best part is, they can be fun. For most of us, however, the initial thought of joining an online community might not be that appealing. We may ask, "What's wrong with a phone call or email?"

There is nothing wrong with a phone call, email, text message, or personal conversation. In fact, let's take a second to dissect that last sentence. A phone call, an email, and a text message are all examples of how communication has evolved. The common link in this evolution is technology. Newer methods of communicating are not necessarily better than those of the past, but certain situations may call for different ways to touch base. There are definite technological gaps between generations. Whether we like it or not, we need to follow the trends to keep these gaps from widening.

Just like the telephone and email, social networking sites have begun to change the way people interact. Professionally, these online communities can provide a valuable way for individuals to promote their talents and for associations and companies to share and update information.

Showcasing our talents can be difficult, but the more outlets we have to promote them, the more likely someone will notice us. The same goes for companies and associations. The MAGCS groups on Facebook and LinkedIn not only provide information to get to the MAGCS website, but the groups also serve as a place to contact other members, discuss industry topics, or learn details about future MAGCS events. Through member profiles, we can keep colleagues updated on personal and professional endeavors, such as current projects or career moves.

LinkedIn prides itself on being the professional side of the social networking scale, and is focused on connecting one person or group to another via mutual connections. This can be useful in a number of different circumstances.

For instance, rumor has it that a local golf course is looking for a new superintendent, and you would like to find some information about that. LinkedIn will show you the contacts you share at that course. Not only that, it will show you contacts **of your** contacts that have connections with that golf course. Now all you have to do is get a hold of the mutual contacts via their respective LinkedIn pages.

In another example, I am a member of the MAGCS group on LinkedIn, which means I am connected to the other members of the MAGCS group. Let's say I need some information about a new fairway mower but don't know who to contact. LinkedIn allows me to see what vendors are a part of my network or a colleague's network. Now I know who to call or email.

Facebook is a bit more liberal and claims its mission is, "To give people the power to share and make the world more open and connected." Facebook users are able to keep in contact with friends, family and colleagues, as well as share photos, videos, and other information.

With the built in security settings of Facebook, users pick and choose who can view portions of their profile, thus allowing them to keep their private lives separate from their professional lives. For example, a user creates a vacation photo album on Facebook. This album contains some photos that border on unprofessional, but friends would enjoy them. The user can adjust the privacy settings and identify who can see them.

On the professional side, the MAGCS Facebook page offers members a discussion board as well as a current list of association events. Also, depending on the privacy settings of an individual's profile page, members can view and interact with colleagues via their own Facebook pages.

This is a summary of the basic functions available. If you belong to an online community, or would like to explore further possibilities of social networking, join the MAGCS groups on Facebook and LinkedIn. If you find that it's not for you, you can delete your profile at any time. **-OC**

SUPER -N- SITE

Nick Marfise, *Glenview Park Golf Club*

Nick Devries -N- The Midwest Golf House

Research is a valuable, but often overlooked, necessity for the turfgrass industry. Fortunately, for all of us trying to grow grass in less-than-ideal conditions, the Chicago District Golf Association (CDGA) has placed a committed team of researchers on our side. Nick Devries is one of the CDGA's newest. He began his work at the Golf House in Lemont in May 2009, after his graduation from Florida Southern College in Lakeland, Florida. At Florida Southern, Nick earned a bachelors degree in in Turfgrass Science with a minor in Business. At the Golf House, Nick has partnered up with Dr. Derek Settle (Director of Turfgrass Programs) and Keith Rinker (Manager of Turfgrass Research).

Nick grew up in Grand Rapids, Michigan. While in school, he completed a student internship at Cape Cod National Golf Course in Brewster, Massachusetts. There, he loved being outdoors and near the ocean. Although Lemont does not come with any ocean side views, becoming part of the Turf Research Team appealed to Nick for a number of reasons. First, he gets to travel to courses around the Chicago Area assisting Derek Settle with disease diagnostic calls. He enjoys seeing all the differences in maintenance operations and cultural practices. Nick was also busy this past summer with construction of a USGA spec putting green at the Golf House. The new green has twenty-five cultivar plots for use in dollar spot research. During construction he got his hands dirty and showcased his techniques for moving gravel and sand. Tagging fungicides and applying them for disease research was another of Nick's summer projects.

Over the winter, Nick is making major upgrades to the CDGA Turf Program Website. Using HTML and Dreamweaver, he's creating a new design and functions. The upgraded website will provide some additional features. When the upgrade comes online around April 1, you will see Derek Settle's Scouting Reports with warnings of specific diseases updated every week. Be sure to visit the site frequently at www.cdगतurf.org. Nick recommends Course Vision, a service that assists Superintendents in creating an inventory for golf course mapping. You can view Course Vision at www.groundlinkx.com. It takes just the right touch to be successful in the projects that Nick is responsible for with the CDGA. The CDGA is glad that he's off to a great start.

Nick is currently living in Downers Grove. Although he misses the warm weather of his school days, he enjoys working in the Chicago Area. Thanks to him and many others at the Golf House, our knowledge and professionalism continue to grow. Keep up the great work, it is certainly appreciated. **-OC**



Nick checking out some snow mold at Sunshine Course.