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# The Florida Green

Official Voice of the Florida Golf Course Superintendents Association

Published four times a year:  
On the fifteenth of January, April, July, and October

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**SUBSCRIPTIONS:** \$20 for four issues. Contact the FGCSA office.

**ADVERTISING:** For rates and information, contact the FGCSA office at 800-732-6053

**EDITORIAL:** All inquiries should be directed to the editor, Tom Benefield, CGCS. Unsolicited manuscripts and photographs cannot be returned.

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**File Photos:** Janlark Communications, Inc.

## Production

The Florida Green is published with the assistance of Janlark Communications, Inc.

Publication Manager ..... Larry Kieffer

Separations ..... Positive Images, Bartow

Printer ..... Rinaldi Printing Co., Tampa



208 South Main St.

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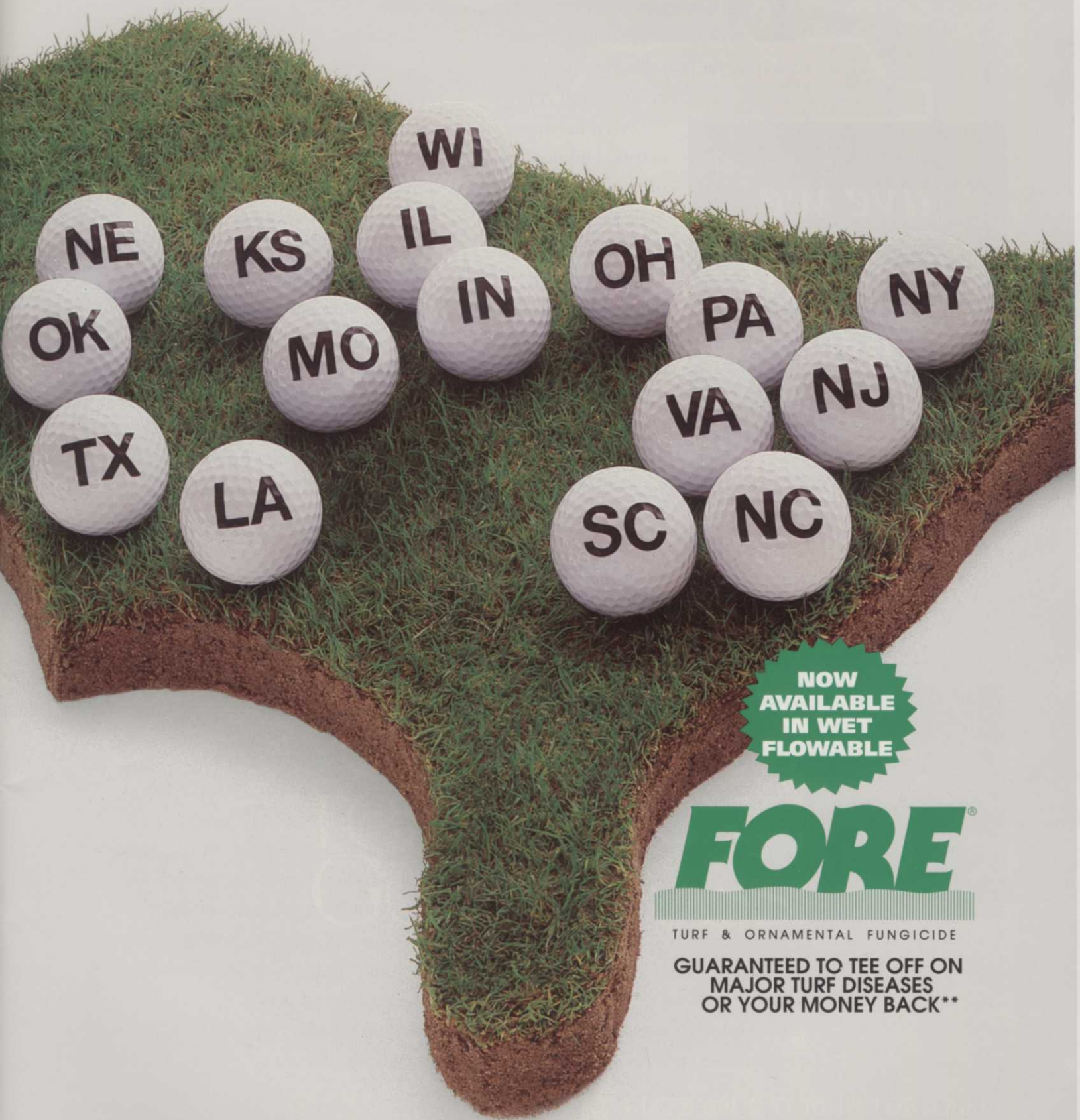
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OR YOUR MONEY BACK\*\***

**Y**ears ago, very few people entering the green keeping field were professionally trained and educated, yet they did a great job of running golf courses.

Today, the opposite is true. I do not know of a club that does not look for a college graduate in turfgrass management to manage its golf course. And many are insisting on certified superintendents.

This trend is great for the professional

image of golf course management.

We are all encouraging our assistants to charge ahead and some people even keep track of how many current superintendents they can claim as one-time protégés.

We are giving out scholarships right and left, which I also think is great, although I would like to see them tied more closely to on-the-job training.

The salary levels for superintendents have increased to the point the field is now attracting a new breed of superintendents, a trend which I do not think is great and will be the subject of another President's Message.

In our quest to elevate the professional standards of golf course

management, have we created a monster?

Recently in Palm Beach County, 75 qualified, educated superintendents applied for one job opening. Given our climate, I don't think the situation is going to get better. I know two good superintendents in South Florida who cannot get jobs because of the competition.

If you were to lose your job today, how easy do you think it would be to find another one? Do you like those 75-to-1 odds?

I know the PGA of America is having the same problem, according to a recent article in Golf Course News.

Should we look into a certification program for Florida? Should we try to elevate the status of assistants? Should we talk to our alma maters about raising their entrance standards and lowering the number of slots? My college — Michigan State — recently took that route.

I have asked Joel Jackson, CGCS, a former FGCSA president who now serves as chairman of the long-range planning committee, to look into the supply-and-demand aspects of our job market. If you would like to serve on that committee, contact Joel. In the meantime, I would like you to think about this problem and send me your proposals (or rebuttals).

It's your job that's on the line... your job and your future.

*Have we created a monster?*



*Paul Crawford*

Paul Crawford  
President, FGCSA

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As the new year came along and rolled us over, we find that there are many proposed changes under way out at GCSAA. The most important change is not the replacement of upper management at headquarters but instead is the By-law proposals to be voted on at the annual conference in

Dallas.

These proposals were the outcropping of two separate and diverse groups of rank-and-file GCSAA members. From across the country, the standing committee was drawn to Lawrence, Kan. Their mission, to discard old by-law

proposals which had no value and to retain and reword any proposal which had merit and was for the good of the membership. This they did as they came up with their by-law amendment proposals which would then go to another group of GCSAA members, the voting delegates.

All of the chapters affiliated with GCSAA were asked to send their delegates to a September meeting at GCSAA headquarters. The focus was to let the delegates review the proposals from the previous committee and gain their input on the merits of each. Much was said in those meetings both pro and con with the consensus being the proposals had merit and were worth pursuing further.

The final step in this process was the standards committee reviewing the proposals and voting to send them to the

membership at the annual meeting for consideration.

Why is this so unique and important?

Its importance lies in the process itself. It comes from the new leadership of the GCSAA Board of Directors who have made a commitment to change how the process works. This time around the board was genuine in its search for what the MEMBERSHIP wanted to see changed. If the membership did not think a proposal was good for the association, then it was discarded. This, my friend, is one of the most difficult changes of all — a change in attitude from the elected board. This board says, “We want to hear from the membership and do what is best for the membership.” A mighty change indeed.

I must compliment the people who have had the convictions to see this attitude change through. One of the primary issues facing incoming President Randy Nichols a year ago was that the GCSAA was out of touch with the rank-and-file members. He made this issue a personal goal to change. I believe he has done a tremendous job in this area. It was through his leadership and the work of the entire board that the rank-and-file now consider themselves part of the process, not part of the excess.

Congratulations, Randy. Your year in office has been a truly successful one. The average member will not forget your efforts to give the association back to them. From all of us in Florida, we give a big “Thank You” for a job well done. You were, as the saying goes, “the right man in the right place at the right time.”

Many could learn from your example. May God bless until next time.

*Randy put  
GCSAA  
back on  
right track*

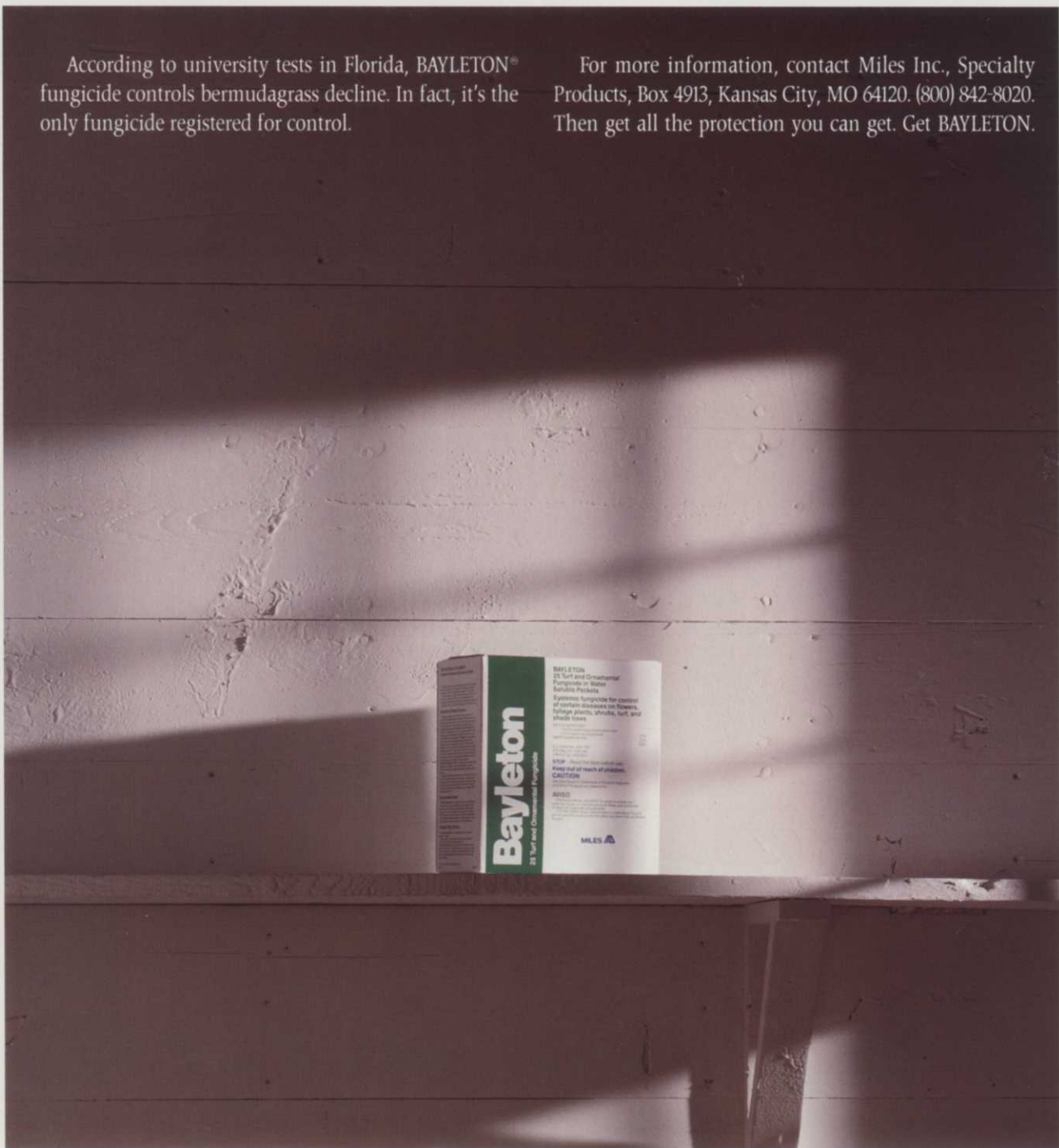
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Tom Benefield, CGCS  
Editor

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## USGA Green Section's annual Florida educational conferences set for WPB, Orlando March 8, 10



The annual USGA Green Section educational conferences for Florida are scheduled 8 a.m. to 4:15 p.m. March 8 at the Palm Beach Gardens Marriott and March 10 at the Orlando Marriott.

The fee is \$45 per person for representatives of USGA-member clubs and \$55 per person for others. The price goes up \$10 after Feb. 25. The fee includes lunch.

Featured speakers include Jim Snow, national director of the USGA Green Section; Jerry Pate, professional golfer and golf architect; and Chuck Gast, USGA agronomist for Florida. Co-hosts for both conferences are Roger Harvie, USGA Regional Affairs manager for the Southeast, and John Foy, USGA Green Section director for Florida.

FGCSA members will receive recertification credit towards their pesticide licenses and members of the GCSAA, PGA of America and CMAA will receive recertification credits for attending the conference. To receive credit, individuals must have their membership numbers available at the time of the conference.

The agenda:

- 8:00 Registration.** Coffee and Danish
- 8:45 Welcoming Remarks.** Roger Harvie, manager, USGA Regional Affairs; John Foy, director, USGA Green Section Florida
- 8:50 Management of High Sand Root Zone Greens.** Chuck Gast, agronomist, USGA Green Section, Hobe Sound.

**9:20 Environmental Research — What We've Learned.** Jim Snow, national director, USGA Green Section, Far Hills, N.J.

**10:05 Break**

**10:20 Soil Sampling — Analysis and Interpretation.** Dr. Edward H. Hanlon, extension soil management specialist, University of Florida, Gainesville.

**10:50 Labor Law Update and Employee Motivation Tips.** Whit Collins, president, West Coast Employers Assn., Inc., Tampa.

**12:15 Luncheon**

**1:30 Safe Handling and Storage of Pesticides.** Jeff Wharton, environmental manager, United Horticulture Supply, Lakeland.

**2:30 Nuisance Wildlife on Golf Courses.** Dr. William Kern, assistant extension scientist, Pinellas County Extension Office, Largo.

**3:00 Design and Maintenance Perspectives.** Jerry Page, PGA Tour golf professional and golf course architect. Pensacola.

**4:15 Adjourn**

Reservations are limited to 200 in West Palm Beach and 175 in Orlando. Questions should be directed to Roger Harvie, USGA Regional Affairs office in Marietta, Ga. at 404-951-0766 or to John Foy, USGA Green Section office in Hobe Sound at 407-546-2620.

## More than 200 see Envirotron become a reality

More than 200 friends of turfgrass showed up in Gainesville Nov. 19 to witness the formal dedication of the Envirotron turfgrass research facility behind Fifield Hall on the campus of the University of Florida.

The one-of-a-kind, state-of-the-art research facility, comprising a rhizotron, greenhouses, a laboratory, classroom and conference space, and living quarters for graduate students, was built for \$700,000 — \$350,000 from the Florida Turfgrass Association matched by a grant from a state capital improvements fund.



Florida golf course superintendents helped raise most of the FTGA's share.

Featured speaker was Steve Melnyk, former Gator golfer and PGA Tour player who now divides his time between run-

ning a golf management firm and analyzing golf tournaments for CBS Sports.

Other speakers included Dr. John Lombardi, UF president; Jim Davidson, UF vice president for agriculture and natural resources; Dr. Terril Nell, chair of the UF environmental horticulture department; Nick Dennis, FTGA president; State Rep. Bob Casey, D-Gainesville; and James R. Heekin Jr., Board of Regents.

The Envirotron will complement the

*Continued on page 12*