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West Course (10th and 15th hole shown in left photo) was treated with 1 quart of InfilTRx per acre on a monthly basis beginning February 1998, the East Course (4th and 5th hole shown in right photo) was left untreated.

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Photos were taken June 8th, 1998.



*The office is one big
“great room” with three
desks around the walls...*

*Privacy is not as
important to Weyandt
as timely, on-going
communications with
his staff.*

are too many opportunities out there for anyone to be trapped in a job they don't like. Every couple of months I will ask my staff how things are going and if they're happy.

"I tell them 'You work for me and I work for you.' Give me 100 percent while you're here and if you want or need to move on, I will take time after work to go over want ads and make calls and help

any way I can to get you into a job you like."

Helping to set this tone of cooperation and proactive leadership is Weyandt's right-hand man, assistant superintendent Jack Hester. Hester was formerly a superintendent at a nearby club and in the process of making a job change when Weyandt's assistant at the time left to take a job elsewhere.

Weyandt was scheduled for back surgery at the time and he asked Hester if he would be willing to come in and help run the program while he recuperated. After Weyandt came back he told Hester he was welcome to stay on as long as he wanted to. Five years later it looks like the two have formed a great partnership for the benefit of all concerned.

Weyandt's staff is a snapshot of ethnic and life experience diversity. The staff is a blend of native American, Hispanic, Caribbean and Anglo cultures ranging in age from the early 20s to the 60s with tenures at the Y&CC from a couple of months to 25 years. Among the mix are a professional musician and phys-

ics major who is a certified boat captain and dive master.

A telltale clue to Weyandt's management style is the layout of the superintendent's office. There are no barriers if you want to get to the boss. The office is one big "great room" with three desks around the walls. The only deference to rank is that Weyandt's desk is closest to the executive washroom. There are extra chairs and the key staff members all meet each morning to review the day's assignments over coffee. Privacy is not as important to Weyandt as timely, on-going communications with his staff.

Weyandt credits his father and superintendent mentors Jim Rowland, John Freeburn and Willie Townsend for helping to shape his career and outlook in the business. Weyandt said, "I'd like to think I have been able to take the best from those gentlemen and use what I learned from them to make me a better person and superintendent."

Weyandt grew up on The Ravines golf course in Middleburg, just outside

Treasure Coast GCSA

History: In 1974 the courses in the present Treasure Coast area belonged to what was then called the Tri-county Chapter, which included Palm Beach and Broward counties. In July 1980, with the formation of the unified Florida GCSA, the Treasure Coast Chapter was founded to better serve superintendents in the rapidly growing southeast Florida area. Bill Wagner and Tim Hiers, the first two presidents of the Florida GCSA came from the Treasure Coast Chapter.

Founding members of the Treasure Coast GCSA: Craig Baker, Indian River Plantation, Stuart; Tom Burrows, Turtle Creek Club, Tequesta; Jim Callaghan, Riomar CC, Vero Beach; Leo Cushing, Mariner Sands, Stuart; David Holler, Stuart Y&CC; Robert Hurst, Jupiter Island Club, Hobe Sound; Charles Jarrell, Vista Royale, Vero Beach; William Mangold, Crane Creek, Palm City; Bill Moolenaar, Dodgertown, Vero Beach; Sid Salomon, Indian Pines, Ft. Pierce; Joe Snook, Riverbend, Tequesta; Lonnie Stubbs, Sandpiper Bay, Port St. Lucie; and Adam Yurigan, John's Island Club, Vero Beach.

Activities: The Treasure Coast Chapter holds approximately nine chapter meetings a year with continuing education being the top priority. Regular meetings are usually suspended for months containing the Blue Pearl and GCSAA and FTGA annual conferences and trade

shows. Once a year the TCGCSA holds its annual fund raiser, The Blue Pearl. Named for the appearance of planet earth when seen from space, the event raises awareness and funds which are invested in the community in support of the Audubon Sanctuary Program for Schools and the turf management program at South Fork High School. By reaching out today to children about the positive effects of well managed golf courses, the TCGCSA hopes to help shape and insure the future of golf for tomorrow.

Honors and Awards: Treasure Coast members have long been active contributors to the growth and success of their chapter, the FGCSA and service on a national level. FGCSA past presidents and FGCSA Distinguished Service Award winners include Tom Burrows, Kevin Downing, Tim Hiers, Bill Wagner, Scott Bell and Mike Perham. FGCSA Presidents Award winners are Jim Callaghan, John Hayden, Joe Snook, Lonnie Stubbs, Paul Turcotte, Adam Yurigan and David Holler.

Officers for 2000: Greg Pheneger, John's Island Club, president; Bobby Ellis Champions Gate, vice president; Craig Weyandt, Y&CC of Stuart, external vice president and past president; Steve Keller, The Moorings, secretary/treasurer. There are currently 140 members in the Treasure Coast GCSA.

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Shadows across the green on the 15th hole are reminders of the need to thin and prune trees that block sunlight on the putting surfaces. Photo by Daniel Zelazek.

of Jacksonville. He said, "I started there when I was 14. I kept working there while I went to school and didn't go to college till I was 19 or 20. I was there when the club was ranked 6th in the state. Most importantly, it taught me what it took to reach that level."

Weyandt is also currently serving as the Treasure Coast GCSA's immediate past president and as the chapter's external vice president who serves on the Florida Golf Course Superintendent Association's board of directors.

Weyandt has been one of the association's most prolific communicators using Juno.com's no-cost Internet access to send e-mail announcements to his chapter's membership and FGCSA officers and staff.

Weyandt has also penned several articles for *The Florida Green*. His most recent effort recounted the impact Hurricane Irene had on the Y&CC.

During our interview ride, Weyandt pointed out the hurricane's lingering effect of the gaps and voids left by trees that

had to be removed. He also showed me some of the downed trees that had been pruned back and replanted in hopes they will survive. Over 80 trees on the course were affected.

Probably the biggest impact the storm had was in totally wiping out the routine work schedule as efforts had to be refocused on damage repairs and cleanup. Weyandt feels that the course maintenance schedule was put back at least a month going into fall overseeding.

"In South Florida you can take a picture of your golf course in the fall and compare it to what the course looks like in the spring. Usually it's about the same, so we didn't need all the rain and lost time to set us back."

But Weyandt really isn't complaining. Once an aspiring computer or electronics engineer, he says he has found his calling and he truly enjoys what he is doing.

He said, "I work for one of the friendliest memberships around. I guarantee you I'm the happiest person who comes

to this facility every day. I once was told confidence is contagious and I try to have a smile for everyone and impart that confidence to everyone here."

Weyandt also takes his message to area high schools where he annually makes a short but reality-checking presentation to today's teens as they brace for tomorrow's workplace. "I try to tell them what working *will* be like compared to what it *could* be like. I encourage them to set far-reaching goals and dedicate themselves to reaching those goals rather than settling for short-term gains which can sidetrack them and keep them from building a solid foundation with endless possibilities."

I have had the pleasure to meet and spend time with some of the best and brightest superintendents in Florida while writing these cover stories. Craig Weyandt stands out for his positive attitude and enthusiastic approach to the profession. I think Craig sums it up best by saying, "Being a superintendent isn't what I do. It's who I am!"

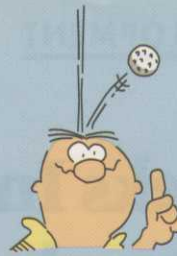


The Mole Cricket

Seemingly the Florida State Insect, this critter munches and tunnels and makes life miserable for the superintendent.

The Sandbagger

This guy tells you how bad he's playing – before he shoots his best score ever and takes all your money.



The Non-Raker

Hits in traps on most every hole and has yet to use a rake – but complains when his ball lands in someone else's footprint!



The Course Marshall

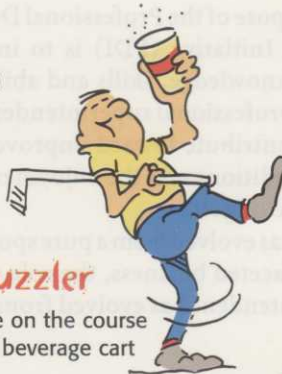
Qualifications for his job include rudeness, annoyance, crotchiness and the ability to continually say, "Pick up your pace!"

10 Things You'll Find on ANY Florida Golf Course



Joe Pro

This cool guy has an easy \$5,000 in this week's clubs, looks like a model out of GQ and ... never sweats!



Turf Terror

Chunks most every shot, never fills a divot and, of course, doesn't even look for his ball mark on the green.



The Beer Guzzler

His favorite hole on the course is wherever the beverage cart happens to be.

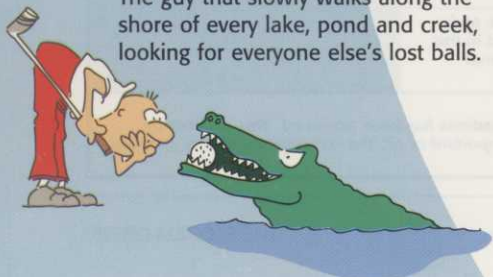
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Committee Seeks Input on GCSAA Professional Development Initiative

BY JOEL JACKSON, CGCS

GCSAA's Performance Development Initiative (PDI) is perhaps the hottest topic to come along since the certification program was instituted. PDI does have the potential to affect the way superintendents enter and continue in the industry. I think it can be a very good move for the profession if done fairly, affordably and inclusively, but that's just one person's opinion.

GCSAA is looking for your opinion. While there is tremendous potential for upgrading and enhancing the superintendent's profession and standing in the industry, there are many nitpicking details that need to be ironed out. GCSAA is asking, pleading, begging members for input and for chapters to request and schedule a member of the Member Services Resources Group or GCSAA staff to come to your local chapter and present the basic program as it has been developed so far.

My Central Florida Chapter was

scheduled to have MSRG member Robert Randquist, CGCS from the Boca Rio Club speak at our February meeting. Chapter visits will be available until May and then the MSRG must hunker down with all the input and feedback and come up with recommendations that can be put up for a vote at the GCSAA Conference and Show in Dallas in February. The following PDI information was taken directly from the GCSAA Website. I sincerely hope you will read it and if you have questions or concerns please contact GCSAA at 1-800-472-7878.

Purpose

The purpose of the Professional Development Initiative (PDI) is 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.

As golf has evolved from a pure sport to a multifaceted business, the role of the superintendent has evolved from a

traditional greenkeeper to a high-level manager. Recognizing this, GCSAA will be developing a state-of-the-art curriculum that will provide superintendents the tools needed to meet the challenges they face in managing agronomic, staff and budget facets of the golf course operation. Furthermore, GCSAA will be positioned to recognize the accomplishments of the professional superintendent with a competency-based classification system.

In order for golfers and employers to truly value superintendents, we need to enhance the knowledge sets through an integrated, competency-based curriculum. Furthermore, it is important that we measure the impact of this education and its effects on the playing conditions of the golf course. We need to give employers language they can understand, a bottom-line financial impact and a return on their investment.

The Member Standards Resource Group (MSRG), a member group appointed in 1997 to focus on PDI, has

COMPARISON OF CURRENT AND PROPOSED REQUIREMENTS

Requirements	Current C	Current B	Future B	Current A	Future A	Current Certified	Future Certified
Dues	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Job Responsibilities	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Competency Assessment	No	No	No	No	Validation of competencies	Old 6-hour exam plus course attesting	Validation of competencies at higher proficiency levels than A plus course attesting
Experience	No	No	No	3 years as a superintendent	3 years as a superintendent	Sliding scale: 3-5 years depending on degree	3 years as Class A
Valid Pesticide License	No	No	No	No	Yes	No	Yes
Continuing Education for Entry Eligibility	No	No	No	No	No	Yes: sliding scale	Will be required to finish at least one 3-year renewal cycle as class A
On-going Professional Development	No	No	No	No	Amount TBD and includes mandatory chapter and/or civic participation and other continuing education. Based on renewal cycle of three years. Must complete self-assessment every three years.	Yes	Amount TBD but more than Class A. Also includes chapter and civic participation and continuing education. Based on three-year renewal cycle. Must complete self-assessment every three years.
Formal Education	No	No	No	No	2-year turf or 4-year other	No; Experience and CEUs required in the absence of formal education.	2-year turf or 4-year other.

All renewals based on 3-year cycle and self-assessments must be completed every 3 years.

**The required competency review self-assessment provides a reasonable assurance that a minimal standard of qualifications has been achieved. This is either by passing a simple written exam, which validates the competency, or by demonstrating performance on the job. Most important of all, the competency review provides career and educational guidance.

helped create this presentation. It contains their recommendations on how membership in GCSAA should be based on a set level of competencies, combined with formal education and experience as a golf course superintendent.

From October 1999 to May of 2000, members of the MSRSG will visit GCSAA chapters to discuss the proposed classification and continuing education program. This time will be important because the MSRSG will not be selling the project, but will be listening to the membership and collecting questions and concerns so that the PDI can be adjusted to what the membership needs.

Communications Plan

Notes: We are truly looking to the membership for their input into the PDI. As a result, we have designed an extensive program that will provide clear and consistent communication to the general membership and obtain their comments, concerns and questions regarding the PDI.

Beginning in October, members of

MSRSG Members

Bruce R. Williams, CGCS -
Chairman
David W. Fearis, CGCS - Vice
Chairman
R. Scott Woodhead, CGCS - Vice
Chairman
Stephen G. Cadenelli, CGCS -
Member
Raymond G. Davies, CGCS -
Member
Mark E. Esoda, CGCS - Member
Michael J. Hurdzan, Ph.D - Member
Timothy Kelly - Member
Bradley G. Kocher, CGCS - Member
Dale Kuehner, CGCS - Member
(Colony West CC, Tamarac Fla)
Sanford G. Queen, CGCS - Member
Robert M. Randquist, CGCS -
Member (Boca Rio CC, Boca
Raton, Fla)
George Renault III, CGCS - Member
Paul E. Rieke, Ph.D - Member
Trevor J. Smith - Member
Roger A. Stewart Jr., CGCS - Member

the Member Standards Resource Group started to visit various chapters. During our visit, we will provide a standard presentation on our proposal and then we will begin to collect input from the general membership regarding their questions or concerns on particular pieces of the plan. As of March 20, more than 50 meetings had already been set. A list of presentations that

have been scheduled is available on this site, and will be continually updated here and in *Newslines*. It is critical for this initiative to succeed that we discuss it with all members.

We will continue to make this presentation through May of 2000. During this process, the comments and concerns we collect will be systematically cataloged into a document and

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consistently given to us so we can see what the membership is thinking about this process. Next summer, the MSRSG will meet to make our final recommendations.

In addition to these chapter presentations, we recognize that not all members can attend the presentations, so we will be providing several other means of communications about the PDI. For example, a Town Hall Meeting was held at Conference and Show Feb. 19 immediately after the Annual Meeting.

Obviously, we will utilize our existing publications, GCM and Newline, to provide continual detailed updates to members. And this web site has additional features, like a list of Frequently Asked Questions. A printed publication will be released on a quarterly basis and will just address issues related to the PDI.

Finally in all publications and on the web, members will be encouraged to complete a comment card to tell us what they really think about the project. Maybe some of those concerns about accessibility and how it impacts you directly are general in nature and if we can start discussing those issues, we can show members what a valuable resource we have in the PDI.

The communication is extensive, but it is not a sales job. We will change the program according to what members want. There will be varying opinions and it will be our job on the MSRSG to sort through all of the comments to come up with an answer that is acceptable to as many people as possible.

Comparison of Current and Proposed Future Requirements

We have prepared a Table of Current and Proposed Requirements. Let's focus on the requirements for Class A. As you will note, there is no change in Class C for the assistant superintendents. At this point, we do not anticipate any major changes with the exception of allowing Cs to utilize the HR Web for their career guidance.

We also see no major changes in the Class B requirements. Frankly, this is

where we see the inclusive nature of our organization being utilized. If a person is a superintendent and wants to pay their dues, they can be a Class B member. However, if they aspire to continue their professional development whether as a superintendent or seeking more responsibility, then there will be appropriate recognition for them through the branded Class A or certification program..

In order to be a Class A member, a potential member must hold the job

In order to advance the image of the golf course superintendent, it is imperative for us to convey professionalism to our employers and to golfers who may become our future employers. Our profession is one that demands a commitment to lifelong learning, beginning with the fundamentals we get from a college education.

responsibility of a superintendent. In this profession, we have seen lots of different names and unfortunately we have been constrained by that label. With the competency assessment, we have a good handle on what superintendents' jobs are and if a person meets that definition, they can apply for Class A status. Class A members will be required to self-assess against the competency statements and then have this

self-assessment validated. The validation process has not been totally developed.

However, there are a number of ways to accomplish this mission. For example, if you have a good relationship with your employer, enlisting their help in validating your proficiencies could be an option. But maybe it would be better handled by one of your colleagues. Our consultant, Franklin Covey, will develop various options for validating the proficiency levels for us.

The proficiency levels are currently being set by the MSRSG and by members who have been involved in various focus groups.

These levels and the HR Web will be available for members next summer — two years prior to any required use. This will allow members time to experiment with the examination and with the self-assessment and get comfortable with these tools.

In addition to the self-assessment, we recommend that Class As have a minimum of three years experience in holding the responsibility of a superintendent, same as it is currently. We all know that it is great to have the formal education, but experience teaches us to apply that education practically on the course.

Formal education

And finally, let's move into formal education. We recommend that our branded Class A members possess either a two-year turf degree or a four-year college degree. We recommend this for the following reasons:

Society and thus employers recognize formal education as a requirement for a professional. In order to advance the image of the golf course superintendent, it is imperative for us to convey that professionalism to our employers and to golfers who may become our future employers.

Our profession is one that demands a commitment to lifelong learning, beginning with the fundamentals we get from a college education. Before you react, please understand that these

education requirements will apply only to new members after the date of implementation. Current members, such as ourselves, will not be required to meet the education requirement. This will be explained in more detail when we talk about grandfathering.

First, let's talk about the on-going requirements for membership. We all agreed early on that Class A members need to have some type of ongoing requirements.

We need to encourage members to maintain currency and relevancy within the profession. We believe in the adage that as a profession, we are only as strong as our weakest link. Therefore, we are proposing the following ongoing requirements for all Class A members.

First administratively, we set a renewal cycle of every three years. We selected three years for two main reasons:

- 1 - Each year new products and tech-

nologies are released into our industry and it is imperative that we keep current on those items.

2 - We also believe that by keeping the period fairly short, we would help members organize their own professional development. In other words, all of us know people who wait to recertify until the last three months of the five-year period. It becomes very difficult to complete.

By keeping the period shorter, we keep the message in the forefront of our members' thoughts. This must be something we make a priority in our professional lives.

We talked about the self-assessment requirement during the discussion of entry-level requirements.

We believe that in order to guide a member's professional development, they should have to take a self-assessment once during every renewal cycle. One thing we haven't discussed is that the HR Web will continually be up-

dated and revised to meet the evolving requirements of our jobs.

As the profession changes, we need our members to continually reassess themselves and their proficiency levels. This will help them guide their own professional development as well. In order to support that professional development, we will require some level of continuing education. Education is not going to look the same as it does today.

We are not going to be fighting to get our requirements complete because we can't get the seminar we want in our region or at C&S.

In addition, as vital as continuing education is, we recognize that there are other factors that we need to foster and one of those is some type of recognition for participation in civic, chapter and national committee work. So this type of professional development will also play a part in the on-going requirements.



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Frequently Asked Questions About the PDI

- **How much will the PDI cost the Association?**

As indicated in the earlier response to the cost, projects of this magnitude are expensive. However, the real question is not the actual cost, but the value we believe members will receive from it when it is successful. Because it supports the foundation upon which this association was formed, education, we believe the return on our investment will be high and will result in increased job stability and higher salaries for our members.

Please note that the cost of the project never exceeds 3.2% of GCSAA's annual budget. In addition, most of the funds (90%) have been spent on improving the education program. We believe that as an organization whose main purpose is education and information dissemination, the cost to improve this service to members is wholly appropriate. The redesign of our education will provide members a state-of-the-art curriculum that will be accessible both in terms of cost and venue, benefits that will be apparent to members within the next two to four years.

Neither of the consultants, SRI nor Franklin Covey, has addressed changes in the classification issue. Their work was focused on the education portion of the PDI. Even the HR Web is primarily intended to support professional development and member education. Funds spent on the membership classification recommendations supported GCSAA's efforts to obtain as much member input into this process as possible. A separate FAQ will address the communication effort made by members of the MSRG on this project.

- **Can you earn recognized education points by just reading GCM?**

Currently, we are investigating several new methods of education to increase the accessibility of education to all members. These are still in the design phase and include the possibility of implementing an educational program called Action Learning. The action learning program provides participants the opportunity to learn by conducting a research project on a golf course. It requires the learner to first read various pieces of research (some of which may be in GCM) and then practically apply this research on the course. To have the project count toward your continuing education requirement, the results would need to be validated. The Education Committee will be considering this model as part of the newly restructured education program to be shown in 2001 to members.

- **How will the PDI impact me?**

Through the PDI, you will be provided opportunities to enhance your skills as a golf course superintendent and if you are interested, ways to develop into other careers in related fields. Current membership classification issues are still being identified. However, we are confident that we will be able to satisfy current members through a "grandfathering" process. More information on the classification system and transition plan will be available at the Delegates meeting.

- **What benefits will the PDI provide me?**

The initial goal of the PDI was to increase the recognition and salary for golf course superintendents, along with improving job stability and job opportunities. By participating in a proactive professional development plan, you will improve the knowledge, skills and abilities you need to be more successful as a golf course superintendent or to develop skills in other fields related to golf course management.

Furthermore, you will be able to document your competence through a unique tool currently called the HR Web.

- **Isn't it true that GCSAA just wants to make more money by requiring us to take more education?**

That is definitely not the case. It is true that enhancing your professional skills will require you to participate in more continuing education, but those opportunities will be provided in various alternatives, many of which will be offered at minimal cost. Currently, GCSAA offers many educational opportunities through venues such as Golf Course Management magazine and through the Web and Information Services. The HR Web is a tool to help you manage your individual development plan and will provide the recognition of these sources of education, which previously could not be documented. Your specific plan can include any of the GCSAA educational opportunities including self-directed ones such as those available through Golf Course Management magazine and the Web and even opportunities available through your local chapter and turf organization.

- **Will I lose my gold card?**

Our current thoughts are that the benefits that are currently available to Class A members would continue to be available to Class A as well as those in a "general" membership category (as long as they are superintendent members).

- **Will I have to keep taking CEUs after I get to be a Class A?**

Yes. You will have ongoing educational requirements. However, it should be reiterated that many of those opportunities may be things you currently do, such as read GCM, participate in your local turf association conference, attend a GCSAA seminar, etc.

- **Why are "they" requiring a degree?**

At this point no final decisions have been made regarding any of the proposed membership requirements. That will be completed after MSRG members present the PDI to the chapters and receive comments on the proposed model. The model proposed by the MSRG requires a two-year degree in turf or a four-year college degree. This is required to ensure that superintendents in the future have the necessary knowledge base to perform as a multi-faceted manager.

However, we are confident that all current Class A and B members will be "grandfathered" into the new system and will be required only to maintain ongoing requirements. The degree requirement would impact any new Class A and B members after the date of implementation, which at this point