

RENOVATION BY GEORGE

LYNCHBURG, Va. — Lester L. George of Colonial Golf Design, Inc. in Richmond, has been hired by Boonsboro Country Club here to lead the club in its development of a long-range master plan to renovate and restore its golf course in the coming months. Boonsboro, originally designed in 1977 by Fred Findlay, will be the site of the 51st Virginias/Carolinas Matches in 1996.

Hamilton comment: Job prospecting

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demand. He also said, "We had many more jobs for qualified students than students to fill the positions."

A certain portion of the assistant superintendent positions are the usual turnover from the traditional positions.

However, in the last 10 years, and still continuing today, a significant amount of assistant and second assistant positions has been created. This growth is supported by

statistics from the Golf Course Superintendents Association of America (GCSAA), which reported that in 1988, there were 450 assistant superintendent members compared to 2,150 today! Some of these new positions have been created by giving the person who has been doing the job all along an official title, and hopefully a raise, too. That's all right because at least it creates a position that should be filled if it is vacated.

Other assistant positions

have been created out of necessity. It goes back to the development and progression of the superintendent's role and responsibilities of the golf course.

First of all, the title "superintendent" can run the gamut of responsibilities from the local nine-hole muni to the elaborate 36-hole country club. So the title "superintendent" is somewhat ambiguous. If you could determine an average of responsibilities for superintendents, you would probably find the actual turfgrass management (agronomically speaking)

would probably constitute a small percentage of time. Hence, there is a need for an assistant to perform and supervise the majority of turf-related maintenance activities. These are the types of positions that many of the turf graduates secure upon graduation.

These positions require good agronomic skills, but less "people" and business skills, when compared to the superintendent.

One of the most difficult points to get across to graduating students is the fact that they have basically been trained to grow grass, which in reality is only a small part of the superintendent's role. However, when you consider that the only practical experience they have is working on a crew, their vision of a superintendent is giving the crew orders in the morning, talking with salespeople, knowing a little about turfgrass, and (of course) playing golf whenever you want, for free!

I think anyone considering golf course management for a career should attend a few greens committee meetings (preferably right before or after aerification), run the crew for a few months, spend many hours in the pro shop on ladies' day and men's Tuesday night leagues, and develop at least one budget.

Unfortunately, this would probably decrease the number of applicants we would have applying for our programs.

The growth in second assistant positions is also out of necessity. As superintendent positions have evolved, the demand for quality people has increased, and assistant superintendents have been a consistent source of quality and trained individuals. Which means that as the traditional assistant superintendent positions have been used to train people for other superintendent positions, a major void was created at the club where the assistant was working. This would leave the superintendent of that club in a retraining mode, which gets old after losing a few good assistants. Enter, the second-assistant superintendent position. These positions are usually down the totem pole, but still carry a modest level of responsibilities.

Also, at some of the upper-echelon clubs, the positions of assistant-in-training (AIT) are being created. These AIT positions are for people that may have the potential to be assistants, but require more training and experience in order to do so. It is a nice way to say:

"We think you have what it takes, but not quite enough of it, yet. Work with us, and we'll get you there."

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