

**GCSAA
NEWS
UPDATE**

Job opportunity and continuity assume high priority

LAWRENCE, Kan. — The Career Development Committee of the Golf Course Superintendents Association of America (GCSAA) met recently at association headquarters here to discuss issues related to the GCSAA's mandate: "expand employment opportunities and influence job continuity."

The panel focused on members' employment concerns, including wrongful termination, unethical employment searches and ways to educate employers on the business consequences of hiring a less experienced superin-

tendent over an experienced superintendent.

The committee offered suggestions to begin addressing these issues immediately, such as:

- updating GCSAA's sample employment contract and educating members on its use.
- working with chapter leaders to provide timely and appropriate information to employers during catastrophic weather conditions.
- educating members on the culture and ethics of the profession.
- using Leader Board to communicate these issues to employers, Leader Board, a GCSAA bimonthly publication, is designed to provide

leadership and management information to decision makers.

Committee Chairman Tommy D. Witt of Wynstone Golf Club in North Barrington, Ill., and the 12 committee members agreed that communication is key to a superintendent's success.

"We know that employment security is a top concern of our members, and we are implementing programs to provide critical information to employers," Witt said. "But, crucial to each superintendent's success is communication between the superintendent and his or her employer, every single day."

Membership rules targeted

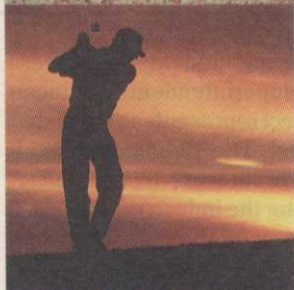
LAWRENCE, Kan. — The Membership Committee of the Golf Course Superintendents Association of America met at association headquarters April 27 and 28 to review several association membership policies and discuss several long-term issues that may impact the association.

First on the agenda was the development of an official Standing Rules of Membership document which would codify current policies, ensuring all members are treated equitably on all membership classification and benefit matters.

The next discussion concerned the recent bylaws change affecting the Class C membership category. The committee voted to recommend a bylaws amendment establishing two levels within class C.

The committee's proposal would establish a "C-1" classification for all assistant superintendents with less than three years' experience. C-1 members would have reduced membership dues with no voting rights and would carry a green membership card. To recognize professional assistant superintendents, all assistants with three years experience would move into Class C, pay regular membership dues with the right to vote and carry a gold membership card. This proposal will be forwarded to the Standards/Bylaws Committee for consideration at its fall meeting.

In addition, the committee discusses establishing entry-level and continuing membership standards. They agreed that chapters, chapter delegates and all committees need to be involved in standards discussions. The committee recommended a task force/resource group be appointed to investigate the issue.



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