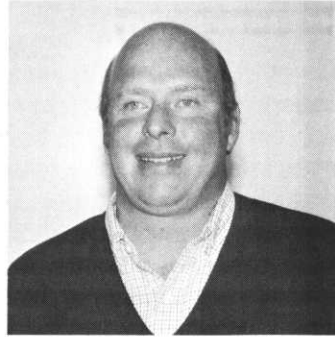


he feels he needs to do his job, and probably never will.

There are also a few differences involved in the maintenance of a short course. Because of the smaller acreage involved, we can mow the entire course in one eight hour day, leaving plenty of time for projects and repairs. We are capable of responding to problems quicker, whether they be golfer or weather related. However, the smaller area also causes some problems. Because of all the traffic on so few acres, we are always fighting compaction and wear. Our high volume of play also causes problems. By seven o'clock most mornings there is a foursome on every hole. We really have to hustle to stay out of their way and have even investigated doing some of our maintenance at night. Our smaller size can cause big problems.

While comparing the similarities and differences, I came to one conclusion. We are all in the business of providing the best golfing conditions possible given a limited set of resources. If the next ten years continue the present increase in golfing activities, it is certain that the short course will play an important role. Higher land and maintenance costs will see to that. Meeting these future challenges is what keeps the job interesting. Meanwhile, lets hope for a healthy and productive season in 1989 and an "average" summer.



OFF THE TOP OF MY HEAD

GREG HUBBARD, CGCS
Editorial Chairman

Attending the National Conference is always a highlight of my winter season as I look forward to visiting new places and learning what's new in the world of golf. It's also an opportunity to acquire more knowledge in my chosen field and visit with my fellow superintendents on a casual, relaxed basis. Most important though is the opportunity these visits provide in recharging my batteries after a long golf year and hectic holiday season. I'm sure I'm not alone in these feelings and have recognized that indeed, this period of recommitment is necessary to my mental and spiritual health. Any job follows certain periodic or cyclical cycles which influence our attitudes towards our position. High points have corresponding valleys. Think about the times when you've been hired for a new position. It's an exciting time, full of apprehension, as you become familiar with your new employer and environ-

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ment. As time passes, the job becomes more pedestrian and the daily routine becomes more tedious. Without the needed stimulus from a new exciting project or some other challenge, you become bored with your job and your work reflects this attitude. Frequently at this point in the job cycle, dissatisfaction with your employment arises. Are you in the right position? Would you be better off at another course? You look longingly at the notices of employment sent to you from the MGCSA office, imagining yourself at the premier golf club down the road where the job is easier, the pay greater, and the benefits exceedingly fine. Perhaps a horizontal job change as a superintendent at another course is just the right medicine for your dissatisfaction. Maybe a parallel position in a golf-related field like golf equipment sales or golf course construction is the answer. A vertical climb up the employment ladder to club manager may be the right choice for you or you may choose to avoid the golf field altogether. These are choices which you must weigh and measure as you evaluate your job, future possibilities and your potential.

The point is that these questions about your job occur to everyone. Most of the time, we avoid the junction of job choice by rededicating ourselves to our job, waiting for the cycle to turn on itself again. By recognizing the four stages of the job cycle- elation, boredom, dissatisfaction, and recommitment, we can put this cycle to good use.

We can identify our low points and actively search for solutions to our problems. By identifying new challenges, we can rededicate ourselves to our career. This is one of the advantages of being a golf course superintendent in Minnesota. Unlike our friends in more temperate climes where burnout thrives, we in Minnesota have the chance to reflect on our past season and plan for the next. Winter gives us a chance to recharge and plan for the next. Winter gives us a chance to recharge ourselves and recommit to our job as we once again become excited about our golf course and its challenges. Upon arriving in Los Angeles, I marveled that green grass abounded. Everything was fresh and alive. And I, too, awoke from a winter of dormancy, excited about the challenges ahead.

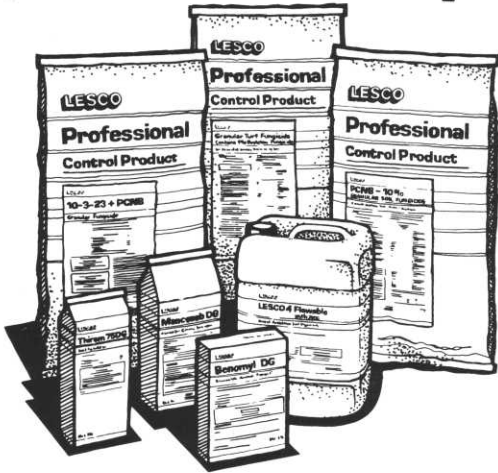
MGCSA BOARD OF DIRECTORS PROFILE KERRY GLADER, CGCS

SPOUSE - Barb, she really enjoys working the registration tables!

CHILDREN - Rusten (age 10), Chad (8) and Jonathan (6).

CLUB AFFILIATION - St. Cloud Country Club, ten years as Head Superintendent.

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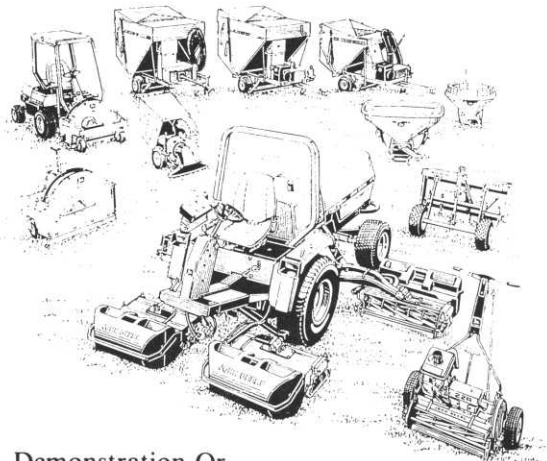
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