

# GREEN CLIPPINGS

**President Kerry Glader** appointed **Glen Rasmussen** from M.T.I. Distributing, and **Dan Miller** from North Star Turf, as Associate Member liaisons to the MGCSA Board of Directors. They will be invited to attend all Board meetings. It is anticipated, that at this year's Industrial Relations Committee meeting in December, an Associate Member will be elected to be a non-voting member of the MGCSA Board. . . In the spirit of cooperation, minutes of MGCSA Board meetings will be sent to the Club Managers Association. . . The January Board of Directors meeting was smoke-free, thanks to **Keith Scott** and **Jim Nicol** announcing that they have quit smoking. Congratulations, gentlemen. . . **Howard E. Holland** recently became a member of the GCSAA. Congratulations, Howard. . . **Ron Fabian**, Winona Country Club, is adding 700 square feet to his shop along with a new phone system. . . E.H. Renner & Sons, Inc. announces that **Roger Renner** has successfully completed the Master Well Contractor Examination of the National Water Well Association's Contractor Certification Program, and is entitled to use M.W.C. after his name. . . **Reminder:** The March Mini-Seminar will be held at The Lafayette Club March 21. **Kevin Clunis** has prepared an excellent slate of speakers. Plan to attend. . . For those of you who missed **Joe Moris** and his offer of help to chemically-dependent members at the state convention, his article appears in this issue. A second chance is hard to come by; take it up with him. . . **Another reminder:** The GCSAA Regional Seminar will be held at the Lafayette Club, March 19-20.

## Professional Consideration Among Peers

By **JOHN K. MACKENZIE, JR.**  
North Oaks Golf Club, St. Paul

Recently my assistant, Paul Eckholm, shared with me an "Assistant Superintendent's Position" job availability announcement. This information was sent from a fellow superintendent on club letterhead and addressed to Paul personally. It was apparent that the MGCSA was not a participant in this action. Although Paul and I were pleased that he was considered qualified for the position, we were concerned about the means of notification.

Of primary interest we asked, "Was this announcement ethical?" Although there is no direct clause in our code of ethics which reflects upon the recruitment of staff, we were uncomfortable that the notification was not made known to all parties involved. But then again, isn't this just another example of staff hiring, be it assistant or mechanic, that we have experienced in our profession recently?

Now let me state that I am not against a person bettering himself or herself through recruitment or otherwise, as long as all parties involved are notified. As a professional, I encourage my staff to actively pursue any opportunity which would improve their position. However, when my peers do not respect my personal attitude in this matter, then I feel affronted, as I'm sure many superintendents do.

**It is also my opinion** that when a golf club actively pursues a superintendent, whether through recruitment or open notification, it is the club's personal business. . . as long as all parties involved are notified. The superintendent should not be held responsible, as I have personally experienced in the past, for the hiring policies of the individual club. If a superintendent is approached concerning an available position and he or she accepts the position, then I say congratulations, for it is obvious the club has pursued and hired the person it feels can do the best job.

While it is the superintendent's obligation to question the availability of the position, it is, of course, the hiring club management's responsibility to maintain its ethics and notify counterparts of its intentions. This would release the superintendent from any connection with the active pursuit of a new job, and therefore prevent any misunderstanding.

Perhaps all I am suggesting is the improvement in professional communication at all levels. By letting our intentions be known to our involved equals, be it superintendents or other management classes, we can eliminate misunderstandings. It isn't so much a matter of compliance to the code of ethics, but rather an approach of professional consideration among peers.

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Business Communication and Assertiveness Techniques will be presented by Dr. J. Stephen Hazel. Register with the GCSAA soon as class size is limited. **Grand View Lodge** is making final preparations to open this summer. **Tom Kientzle** was able to put a couple of mowings under his belt before freeze-up. Tom promises an article in the future on his experience as construction superintendent. . . **Lutsen**

**Resort** has completed much of the clear-cut for fairways, and several greens and tees are completed. Approximately one-third of the land sculpturing before freeze-up was completed. **Mike Davis** will oversee the installation of the irrigation system this spring. Target date for opening is Spring of '91. Mike will give us some

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## EDITOR'S CORNER

By Bill Johnson  
Edina Country Club



How about the weather we've been having? First, the cold weather in December, without much snow cover, drove the frost down three to four feet deep.

Then January—the first January since 1846 to **not** record a below zero temperature in the Twin Cities. It was also the first January to record above normal temperatures every day of the month.

In addition to these facts, at least in the Twin Cities area, this was the second warmest and second driest January on record. As of February 8th, a new record of 45 consecutive days above normal was established, with the warm weather continuing.

By the time you are reading this, I hope our prayers have been answered, and the turf is adequately covered with snow. Although the conditions we've had in December, January and early February are not what we would like to see, and certainly cause for serious concern, I feel we can still come out of the winter in good shape, if we are snow-covered in March and have some timely rains this spring.

\* \* \* \*

**My sincere apology** to all who did not receive the December-January issue of *Hole Notes* in a timely manner. As mentioned in an earlier issue, a savings of approximately \$300 per issue was projected, using bulk mailing rather than first class.

We expected the delivery to take a few days longer, but not the two weeks time we experienced.

The issues were delivered to the post office on the morning of January 3, and some did not receive *Hole Notes* until January 17...or later.

Obviously this is not acceptable. We are still reviewing some other options, but will probably go back to first class mailing.

We will have pictures and coverage of the 61st annual GCSAA Conference and Show in the April issue.

—Bill Johnson, Editor

## Green Clippings

(Continued from Page 17)

insight on his experience in a future *Hole Notes* article... Congratulations to **John K. MacKenzie** of North Oaks, a recently Certified Superintendent. John's name will now carry the prestigious CGCS after his name... In a recent Research Committee meeting, Greg Hubbard suggested a survey of techniques and practices used by area superintendents to winterize their courses. The objective would be to flush out any new and/or unusual ideas that would be a benefit to all. Watch for it in late summer.

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