

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.

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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