

I loved being a golf course superintendent and am equally enamored with this chapter of my life. Everyday is another adventure. I own my destiny.

“Exercise caution in your business affairs; for the world is full of trickery. But let this not blind you to what virtue there is; many persons strive for high ideals; and everywhere life is full of heroism.”

With great appreciation, I trust and value the opinions and insight of others...but I am not stupid and invest, fiscally and emotionally, with reasonable vigilance.

“Be yourself. Especially, do not feign affection. Neither be cynical about love; for in the face of all aridity and disenchantment it is as perennial as the grass.”

This line is cool as it mentions grass! I am who I am.

“Take kindly the counsel of the years, gracefully surrendering the things of youth.”

I'm not ready for this as getting old really sucks.

“Nurture strength of spirit to shield you in sudden misfortune. But do not distress yourself with dark imaginings. Many fears are born of fatigue and loneliness.”

A recovering alcoholic, divorcee and sometimes too hard on myself, I am fortunate to have a 'higher power' whom I can disclose my worst fears to and unburden myself.


“Beyond a wholesome discipline, be gentle with yourself. You are a child of the universe, no less than the trees and the stars; you have a right to be here. And whether or not it is clear to you, no doubt the universe is unfolding as it should.”

I'm a guy and I really, really like affirmation.

“Therefore be at peace with God, whatever you conceive Him to be, and whatever your labors and aspirations, in the noisy confusion of life keep peace with your soul. With all its sham, drudgery, and broken dreams, it is still a beautiful world. Be cheerful. Strive to be happy.”

My framed copy The Desiderata resides upon the wall in my office for easy reference. Yes, it is a beautiful world, be cheerful and strive to achieve happiness.

I wish each of you a Merry Christmas and Happy New Year.



GO placidly amid the noise and haste, and remember what peace there may be in silence. As far as possible without surrender be on good terms with all persons.

Speak your truth quietly and clearly; and listen to others, even the dull and the ignorant; they too have their story.

Avoid loud and aggressive persons, they are vexations to the spirit. If you compare yourself with others, you may become vain and bitter; for always there will be greater and lesser persons than yourself.

Enjoy your achievements as well as your plans. Keep interested in your own career, however humble; it is a real possession in the changing fortunes of time.

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Max Ehrmann, "Desiderata"

Member Driven Research to be Presented!!



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Join Your Turf Management Peers for the: *Northern MN Outreach Education and Open Turf Forum Event*

Northland Country Club

Host Superintendent Jake Ryan

Meeting held in the Clubhouse

Wednesday, January 7

8:00 - 8:30 Registration

8:30 - 9:30 Environmental Advocacy and MGCSA Update Jack MacKenzie

9:30 - 10:30 Member Initiated Research Update, Sam Bauer UMN

10:45 - 11:45 Emerald Ash Borer Update, Jeff Palmer Arborjet

11:45 - 12:30 Incredible Lunch

12:30 - 2:00 Open Turf Forum, Share Ideas and Learn Something New

Cost is \$20 per person includes donuts, coffee, lunch and education

RSVP Requested by December 31

MGCSA and Non-MGCSA members are welcome



To Participate Contact:

Jack MacKenzie, Executive Director, MGCSA

jack@mgcsa.org

or

651/324-8873

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PROFESSIONAL EMPLOYMENT PORTFOLIOS

Portfolios can help you market yourself to employers by providing a visual representation of your education, experiences and skills. Contact the career development office for assistance in creating your professional portfolio.

How do I start organizing a portfolio?

- ³⁵/₁₇ Keep in mind that portfolios are *optional* – it is up to you to decide if creating a portfolio will be an effective tool in your job search.
- ³⁵/₁₇ Decide which of your skills and experiences relate to the needs of the employer, and gather materials that will exhibit those skills and experiences.
- ³⁵/₁₇ Buy a 3-ring binder and a supply of plastic page covers to present your materials in a professional manner.
- ³⁵/₁₇ You may want to label different sections for ease of finding information in the portfolio.
- ³⁵/₁₇ Keep similar information together (e.g., put all the recommendation letters in one section).

How do I share my portfolio with a potential employer?

- ³⁵/₁₇ Always bring your portfolio with you to interviews.
- ³⁵/₁₇ When an employer asks questions about your experiences, use your portfolio to support your responses.
 - For example, the employer might say, “I see that you worked at your school newspaper. What were your favorite writing assignments?” Your response might be, “My favorite assignments included this health article (show article in portfolio) that required a lot of research and this creative writing piece (show article) that I wrote for a special edition.”
- ³⁵/₁₇ You may not have the opportunity to show your portfolio in an interview. However, you can offer to send copies of the materials to the employer as a follow-up to the interview.
 - You can also offer to leave the portfolio for the employer to review at his or her convenience. If you choose to do this, determine with the employer a day when you can stop by to pick up your portfolio. Be sure to have back-up copies of the materials in case the portfolio is misplaced.

Portfolio Contents

Consider including the items listed below in your portfolio:

- ³⁵/₁₇ Copy of your resume
- ³⁵/₁₇ Copy of your transcript
- ³⁵/₁₇ List of experiences that you were unable to fit in your resume (i.e., summer jobs, volunteer experiences, co-curricular activities)
- ³⁵/₁₇ Certificates, awards or honors
- ³⁵/₁₇ Certifications for special trainings
- ³⁵/₁₇ A program from an event you planned or in which you participated
- ³⁵/₁₇ Samples of relevant papers or projects
- ³⁵/₁₇ Letters of nomination to honors or academic organizations
- ³⁵/₁₇ Recommendation letters
- ³⁵/₁₇ Newspaper articles that address some achievement
- ³⁵/₁₇ Internship evaluations, summary reports or projects

7 Seemingly Harmless Topics to Avoid During the Interview Process

By Patrick McGuiness, Zlimen & McGuiness, PLLC

It can be tempting to start off every job interview with a little chit-chat, asking candidates about their family and private life. But you should be cautious before asking personal questions—what would be harmless small talk in any other context can easily raise the specter of discrimination during a hiring process.

To help you figure out how to avoid legal headaches, I have put together this list of common questions that might be welcome at a cocktail party but should not be asked about in an interview.

1. Are you married? Are you planning to have children?

Asking applicants about their family can seem like a nice ice-breaker, but in fact it is number one on my list of topics to avoid. State and federal laws prohibit employers from discriminating on the basis of sex. Asking female applicants whether they have or plan to have children implies that are you not interested in hiring women with

children—a direct violation of the law.

In addition, in Minnesota, all employees are protected from discrimination on the basis of familial status. So you should avoid asking whether candidates are married, or even whether they have family responsibilities.



Asking probing questions about applicants' family life can also be uncomfortable for gay and lesbian candidates, who are protected from discrimination under Minnesota law.

2. What country are you from originally? What's your ethnicity?

Most employers know not to ask candidates about their race. But it's just as important to avoid asking questions about a candidate's ethnicity or national origin. Even when candidates have obvious accents, you should avoid asking them what country they come from because state and federal laws bar discrimination against job candidates based on their country of origin.

3. Are you religious? What church do you attend?

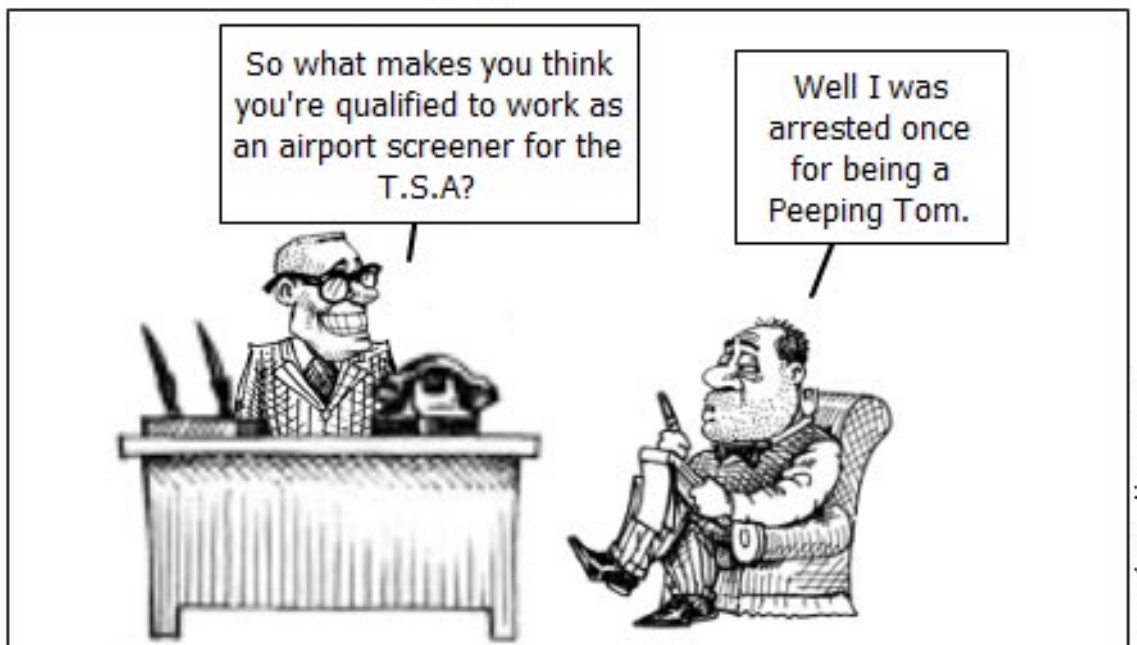
You may just be making small talk or trying to find common ground when you ask a candidate if they go to church, but

this is another topic that is best avoided. The law protects people from discrimination based on their religion, and any mention of religion could imply that you are only interested in hiring applicants who share your faith. Instead, discuss something more neutral like whether candidates have any hobbies outside of work.

4. Do you have any disabilities?

You should be very careful when discussing disabilities. If candidates have obvious disabilities that might make the job difficult, it is appropriate to ask how they plan to perform the job and what type of accommodation they may need. But unless you have a reason to believe a candidate has a disability that will impact his ability to do the job, do not ask about disabili-

Job Interview by john horse



ties.

5. When did you graduate from school?

If you learn a candidate went to the same school as you, it may be reflex to ask when he graduated. But asking what year a candidate graduated—particularly from high school—is also an easy way to estimate how old he is. Since the law protects employees from discrimination based on age, this is a question you should definitely avoid.

6. I see you were in the military, what type of discharge did you receive?

Because federal law protects some veterans from employment discrimination, it is best to avoid probing into why someone was discharged. Instead, focus on talking about what candidates with military experience learned or what skills they used while they were serving.

You should also avoid asking candidates if they are likely to be called up for military duty, if they are members of the Reserves or National Guard, or any other questions that suggest that you are less likely to hire or promote someone because of their military ser-

vice.

7. Have you ever been arrested?

While the law allows employers to check a candidate's criminal history before hiring, you cannot ask about arrests. Because an arrest is not proof that a candidate committed a crime, it does not reflect on their character or ability to perform the job.

Even if a candidate has been convicted of a crime, it may be illegal for you to use that as a reason not to hire him if the crime isn't relevant to the position. In Minnesota, most employers are not allowed to ask job applicants about their criminal history when they first apply for a job. But once a candidate reaches the interview stage, it is legal to ask if he has a criminal record.

This article provides general information on employment law matters and should not be relied upon as legal advice. A qualified attorney must analyze all relevant facts and apply the applicable law to any matter before legal advice can be given. If you would like more information regarding employment law or other legal matters, please contact Zlimen & McGuiness, PLLC at 651-206-3203 or pmcguiness@zmattorneys.com



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President Roger Stewart CGCS, An Unpretentious Professional

By Dave Kazmierczak CGCS cover shot by Seefeldt Photo

“Hi Dave come on in and sit down, I’ll be with you in a second,” Roger Stewart, CGCS said to me, focusing on his computer in his immaculately kept office recently, as I had dropped by for a chat.

“No Problem Rog,” I replied,

shedding my winter apparel. “What are you up to on this (frigid) day?”

“Oh just finishing the weekly report,” he stated without so much as a look up.

“I sure am glad I don’t have that to do all the time,” I said back,