

time off or do you stay near the job, "in case they need me?"

Dedication to a job is great – to an extent, but a person can overdo anything if he isn't careful. Our job is one which requires a great deal of dedication. The demands are many, the responsibilities are innumerable and the pressures – well, we all know how that goes.

Vacations are good. They are even necessary. We all know that. The unfortunate part is that many times when we take a vacation, we have to pay for it when we get back. Take two days off and hear about it for two weeks. The time off often isn't worth what you have to put up with when you get back.

But if the vacation has been enjoyable, then it IS worth it. An enjoyable vacation depends on YOU whenever you take it and wherever you go. Good management underlies everything you do on your job, even to taking a vacation. What fun is it when you have to worry each day and night whether or not the greens got watered or the trash got emptied. If this is your problem, better take a look at yourself and your crew and make some changes where they are necessary.

If all these things are handled correctly, there is no excuse for not being able to tell your greens chairman that you are taking a long weekend next weekend and then TAKING IT!

### **MOVING**

Dick Fisher, former super at Goose Creek in Leesburg, Virginia has accepted a job in Charlottesville, Virginia at Lake Monticello, a new real estate development and country club. Dick and his wife Patty will be on the job September 1. Best of luck, Dick.

### **LADIES NIGHT**

Our annual Ladies Night was held August 12 at Shady Grove in suburban Gaithersburg, Maryland with 119 supers, wives and guests in attendance. We had a cocktail hour and dinner at the Washingtonian then to Shady Grove for the Robert Goulet show. The turnout was good, the food was good and Bobby was good – loud, but good.

Everyone seemed to have a great time and to those of you who didn't make it, you really missed!

### **GCSAA CERTIFICATION**

(Reprint from the Golf Superintendent)

Few events even within our Association during our 44-year history have stirred up as much excitement, interest or enthusiasm as has the prospect of a certification program. Never has so much concern been expressed over any Association service. The depth of feeling created is a dramatic measure of our members' appreciation of the potential importance of certification to the

individual golf course superintendent and to his profession.

The questions most often asked about certification and the most direct answers possible are presented. Is your question among them?

Q. Do I have to be certified to keep my GCSAA membership?

A. NO. Certification will be service offered by the Association to any eligible member who desires to take advantage of the program. Like our Annual Conference, it is there to be used by those who recognize the benefits and who will take the trouble to use them.

Q. How will certification affect my membership in the GCSAA?

A. There will be absolutely no distinction made between certified and non-certified members.

Q. Will certification affect my GCSAA membership classification?

A. NO. Certification will not be a membership classification nor will it be a requirement of membership classification as defined in the GCSAA Bylaws.

Q. Once certified, will I always be certified?

A. NO. Since certification is designed to be a "yardstick" for measuring professional capability, periodic re-examination will be necessary to ensure that a certified member keeps abreast of changing technology.

Q. Will certification bring me higher pay?

A. Probably. Because you are measured by the certification "yardstick," your employer will have a greater appreciation of the services and expertise you offer.

Q. Who will be eligible for certification?

A. All Class A members of the GCSAA, presently employed as golf course superintendents, who have held that classification for three years and who have been actively engaged as golf course superintendents for an equal number of years. (The definition of a "Golf Course Superintendent" and a "Golf Course," as officially recognized by the GCSAA, applies).

Q. How much formal education do I need for certification?

A. None. While no formal education will be required, an applicant without formal education will have to substitute practical experience, dedication and hard work in order to prepare himself for certification, using the study materials which our Association will make available.

Q. Will a "grandfather" clause be included in the program?

A. YES. Upon written application, all Class A members, presently employed as golf course superintendents, who have held that classification for twenty years and who have been actively employed as golf course superintendents for an

equal number of years, will be certified without examination. Such members must apply no later than two years after the certification program is officially initiated. These members will be required to meet all the re-examination requirements. If member is 55 years of age or older when awarded certification, he will not be subject to re-examination requirements.

Q. Who will pay the costs of the program?

A. Since this is a voluntary program offered as a service, the program will be self-supporting and each applicant will pay his share of administrative and related costs through fees, which will be set in the future.

Q. How can I study for certification?

A. Study material will be provided in kit form by the GCSAA. The only area in which no material (other than tables and formulas) will be provided is that which deals with the practical (experience) aspects of turf management.

Q. Just how "regional" will the examination be?

A. The examinations will be designed so as to measure a man's overall qualifications as a golf course superintendent regardless of his geographical location. The premise will be that his professional capabilities can be applied to any local situation once he has had time to familiarize himself with that area.

Qu. What happens to my job if I do not pass the examination?

A. Nothing. The certification program will be designed to be as confidential as you want it to be - your application, your examination results and all contacts with Headquarters or examining personnel will be held in strict confidence. Any information released will be at your specific request only.

Q. If my certification is kept secret, what good will it do me?

A. Frankly, not much good at all. A public relations program will be available to publicize the fact you have successfully completed all certification requirements - but only you can

3 authorize Headquarters to do so.

Q. If I "flunk," does this mean that I can never be certified?

A. NO. There will be no limitation on the number of times you may retake any part of the examination. However, if you do not successfully complete all requirements within one year (based on application acceptance), you will be required to pay additional administrative costs.

Q. Who will administer the program?

A. The GCSAA Certification Committee. It will be charged with direct supervision of the program and to make recommendations to the Executive Committee when it determines a need for updating the program to keep abreast of technological or administrative changes.

Q. Who will grade and evaluate the examination?

A. The GCSAA Director of Education will grade and evaluate all examination papers personally to ensure complete secrecy.

Q. What can I do if my application is rejected?

A. You may appeal to the Executive Committee, whose decision will be final. Reasons for rejection will be spelled out in detail. Your application and the way it is handled remains confidential.

Q. Where will examinations be given?

A. This is to be decided and will depend largely upon response to the program.

Q. When will the certification program be started?

A. The program is complete and has been approved. However, the actual start of the program will take place only when all printed forms, study materials, "field-testing" of the examination, and application and examination processing procedures have been completed and are ready for use. Headquarters is working hard to assemble the complex machinery necessary for certification in time for the Denver Conference.

We know that there are more questions to be answered, but they must come from you - send them to Clifford A. Wagoner, Co-chairman, Certification Committee, 1233 Kansas Ave., Modesto, Calif. 95351.

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