# THE GOLF COURSE SUPERINTENDENTS ASSOCIATION OF Northern California

**OCTOBER/NOVEMBER 2020** 



### Get to Know Your Fellow GCSANC Members

Palo Alto Hills Golf & Country Club, Assistant Superintendent Patrick Tuttle

Poplar Creek Golf Course, Superintendent Tim Powers



Contra Costa Country Club, Superintendent Steven Spatafore

Featured In This Issue:

Member Alma Maters
Favorite Part of Being a Superintendent
Affiliate Profile: James Martin, Martin's Irrigation Supply

### **OFFICERS & DIRECTORS 2020**



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Q

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Palo Alto Hills Golf & Country Club

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### **President's Message**

By **PETE BACHMAN** GCSANC President, Superintendent, The Links at Spanish Bay

I am blown away and in awe of the continued support we receive from our preferred partners. It has been a difficult year for so many, and yet our vendors and various affiliates continue to step up to the plate. Whether it be a sponsorship through the new preferred partner program or donations towards our Scholarship and Research tournament, they continue to support the Superintendents Association in so many ways. We are fortunate to have them all, and fortunate to be a part of such a strong organization, unwavering during challenging times.

Despite the odds, the S&R shaped up to be a nice event. I hope that you all were able to take a break and enjoy some golf and socialization from a safe distance. Please fill out the post event feedback survey and let us know how it went. In particular, we'd like to know what you thought about the online auction. Its something we're considering for perpetuity.

As we approach the end of the year, the Board is working hard to hash out a plan for the Annual Meeting and Holiday Meeting, as well as the Institute and Bootcamp. The Annual Meeting is looking bleak. However, we've brainstormed some ideas for regional Holiday Meetings with limited attendance, adhering to statewide COVID-19 protocols. The Institute and Bootcamp will likely be virtual education opportunities. More on that to come.

This issue of Thru The Green is jam-packed with a lot of content, including some fun and creative information about our members, so we hope you will enjoy reading that; and, for the November issue we are planning something a little different. We have reached out to researchers and educators from around the country to contribute a bit of turf research, so watch for that in the next issue. Hopefully, you find all of the content we are assembling useful and educational.

I wish I had something more philosophical to say other than, "suck it up, the rain is almost here." But that's really it - head down, chin up, keep grinding everyone!

Pete Bachman



### Editor's Note While You Were "Pandemming"

By **BRIAN BOYER**, GCSANC Vice President; Superintendent, Cinnabar Hills Golf Club

Somewhere in the middle of the pandemic, GCSANC and Wild Apricot (our membership management software) released a new membership app that is incredible, and it needs to be highlighted. The app is considerably basic in that it has four menus, but it touches the best information we can provide the member: Members contact list, Event list, Tickets (your event registrations), and My Profile.

Now, at your fingertips, you have the entire membership contact list. Put in your username and password once for the app, and that is it. If you want to look up a preferred partner, just type in their name or company within the "Members" tab and it will appear for you. The layout is similar to an iPhone and easy to navigate.

The "Event List" tab shows you what is coming up, and you can conveniently register from the app. In this tab, you can also see who is signed up for an event.

The "Tickets" tab lists the events you have attended, and provides a receipt that you can use for accounting. Take a screenshot and send it off to accounting for easy invoice submittal.

You can also look to see who attended the event. Let's say you are a Preferred Partner and meet a Superintendent you want to follow up with, but forgot their name. You can look at the list of attendees to try and refresh your memory.

If you have changed jobs or it's August and you forgot where you work, go to the "My Profile" tab to update your info or see your details.

We hope you take advantage of this incredible new resource.

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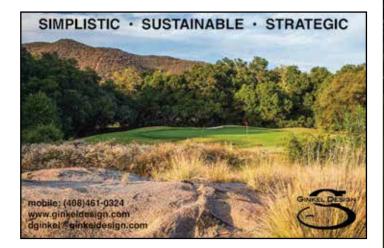
### NORCALENDAR

**Annual Meeting** Virtual (Online) Details to follow soon

**Regional Holiday Meetings** Details to follow soon

In response to member requests, we are now pleased to offer full-color, printed copies of Thru The Green for \$40 per issue. To order a copy, to be shipped to you via mail, submit your name, address and payment information to <u>mconnerly@connerlyandassociates.com</u>.

To pay by check, send payment and contact information to GCSANC 2235 Park Towne Cir., 2nd Floor, Sacramento, CA 95825.





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### **Executive Director's Report**



By MARC CONNERLY, GCSANC Executive Director

When GCSANC members convened at Ruby Hill Golf Club for the 13th Annual Clifford & Myrtle Wagoner Scholarship & Research Tournament on October 26, it had been more than 7 <sup>1</sup>/<sub>2</sub> months since we last got together at the Olympic Club for the GCSANC/USGA Regional Conference.

I suspect that is the longest time in between events in the history of the organization, and those on hand expressed tremendous gratitude and joy for the opportunity to see and spend time with colleagues, enjoy a beautiful, sunny day, and help support a worthy cause.

First, let's give a big thank you to host superintendent Steve Agin, who had the course in great shape. He and the Ruby Hill team provided excellent service, and were a big reason the event was a success.

Next, a big thank you to S & R Committee Chair Thomas Slevin for leading the event planning, and Past President Brian Boyer for handling the pairings. This year was particularly challenging from a planning standpoint for obvious reasons, but the Board, led by these gentlemen, managed to pull off a successful fundraiser.

We also want to acknowledge the support of our annual Preferred Partners, who make our events possible, and help to keep the costs down. A full display of our Preferred Partners may be found on pages 14 and 15 of this edition of Thru The Green. A special thank you also goes out to Sierra Pacific Turf Supply and Rodney Muller for running the casino hole once again, and helping to raise a little extra money!

This year's tournament was an individual ball format, and Billy Witt of Hidden Valley Lake Golf Course took home the 1st place gross prize with a personal best of 68! 2nd place gross went to Brian Daum, with a 71, and 3rd place gross went to Dan Quinn, with a 72.

The net winner was Don Naumann, with a 64. In a tiebreaker, Don edged out Kyle Jones, who took 2nd place gross, and Tim Powers, who was 3rd place gross. Akoni Ganir also scored a 64, but came up one stroke short of Tim in the tiebreaker.

Finally, we express our sincere gratitude to all who placed bids in this year's online S & R auction. As of the writing of this, with one day to go before the auction closes, we stand at close to \$13,000 in bids. Hopefully there will be plenty of last-minute bidding to raise that total, but wherever the total lands, it was a decent amount raised considering it was our first try at an online auction, and in light of the challenges in our midst.

### Again, thank you to all, and we optimistically look forward to a more typical S & R event in 2021!

















### From the Field



By JEFF JENSEN, GCSAA Field Staff, Southwest Region

GCSAA has announced pricing for the 2021 Golf Industry Show that will take place virtually February 1-4. The show, originally scheduled for Las Vegas, NV, has been moved to a virtual format due to continuing concerns with the coronavirus pandemic.

GCSAA is offering All-Access and Base pricing packages for both individuals and facilities. The packages include educational seminars, virtual trade show, opening and closing sessions, special guests, awards presentations, and a number of online networking activities.

The All-Access package provides access to all 88 education sessions provided, 30 days of on-demand access and 3.0 education points (CEUs). The base package provides a 46-session package, seven days of on-demand access, and 1.5 education points. Every registered attendee, whether an individual, or as part of a facility package, receives the points.

	SHOW	DUSTRY	GIS2021/WRTWAL Packages At A Glance					
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All-Access pricing for GIS 2021 is \$600 per individual (value of package is \$3,230) or \$850 per facility (one facility is equal to an 18-hole golf course). The base package pricing is \$350 per individual or \$500 per facility. The virtual trade show only option is available free of charge.

Registration for the event opened on October 13 and can be accessed online at <u>https://www.golfindustryshow.com/</u>registration.

In other GIS related news, the GCSAA Annual Meeting will be held on February 4, 2021. Below is the slate of candidates for the GCSAA Board of Directors:

#### **OFFICERS**:

For President: Mark F. Jordan, CGCS For Vice President: Kevin P. Breen, CGCS For Secretary/Treasurer: Kevin P. Sunderman, CGCS Jeff L. White, CGCS

#### DIRECTORS:

Five members are on the slate to fill three open director positions:

T.A. Barker, CGCS Paul L. Carter, CGCS Jon M. Christenson Christopher A. Reverie Marc E. Weston, CGCS

There are three open positions for director. The terms of Barker, Carter and White are expiring. All three director seats will be for two-year terms. If White is not voted in as the Secretary/Treasurer, his name may be submitted as a candidate for director from the floor. Sunderman is in the middle of his two-year term as director. If unsuccessful in his bid for Secretary/Treasurer, Sunderman will remain as director to finish his term.

If you have any questions concerning the virtual Golf Industry Show, please don't hesitate to contact me at <u>jjensen@gcsaa.org</u> and as always, please make sure to follow me on Twitter <u>@GCSAA\_SW</u> for industry updates and regional happenings. I hope you all have a great fall golf season!



"The Ambassador program has broadened my horizons allowing me to experience an entirely different side of the industry many GCSAA members need to be more aware of. The decisions made by Congress are very important to the daily operations of golf facilities and getting involved in the process has been both eye opening and rewarding. "

> Brandon Williams Director of Agronomy St. Mark Golf Club (CA-50)



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• Receive the training and resources you need to communicate with club

The open positions in California mean many of your representatives in Congress are not hearing from the golf industry. But you can help change this! Support and defend golf course management in California by becoming a Grassroots Ambassador today.



Ambassador Justin Mandon with Rep. Jimmy Pannetta

career

through advocacy



Ambassador Jim Ferrin, CGCS at California Golf Day in Sacramento, CA



Ambassador Mike Williams, GCSAA Southwest Region Representative Jensen with Rep. Pete Aguilar staffer

#### Scan or click to sign up!



GCSAA





### Affiliate Profile: James Martin Martin's Irrigation Supply

By GAVIN DICKSON, Superintendent, Tehama Golf Club

Superintendents have a lot of challenges that we face daily. Thanks to our affiliates, who can help with support, advice, and knowledge, things are a little easier. For this issue, we interviewed James Martin, with Martin's Irrigation.

### GD: What brought you into the irrigation industry?

JM: My dad opened the shop in 1976, and I have been working here since 1986, when I was a junior in high school, and never left.

### GD: How many golf courses does Martin's Irrigation work with?

JM: We work with all the local golf courses in Monterey County.

### GD: What common issues do you see that superintendents have to deal with daily?

JM: Broken mainlines and drainage issues.

## GD: What advice have you given to a struggling superintendent who deals with an old irrigation system?

JM: Do the best you can and keep up the maintenance on what is in the ground. The longer you let it sit, the worse it is going to be to repair it.

### GD: What is the hot item everyone must have when they stop in at your store?

JM: Slip fixes and Romac couplers.

## GD: Irrigation has come a long way over the years, what do you see 20-30 years down the road?

JM: Well, we have gone from conventional wire to 2-wire systems, so I see the next wave as wireless sprinklers and valves that go into the cloud for programming so no controllers are needed.

#### GD: What is the greatest part of your job?

JM: Working on designs and solving problems that my customers bring me daily.

### GD: Outside of work, what activities do you enjoy?

JM: Spending time with my twin grand daughters, golf, DIY projects around the house, and watching college football.

#### GD: What is your beverage of choice?

JM: Jack Daniels Tennessee Rye.

### GD: Where is one place in the world you would love to visit?

JM: I would love to visit Marettimo, a little island off of Italy where my Grandfather is from.

#### GD: Who is your favorite artist/band?

JM: Any rock band from the 80's works for me.



### **GCSANC Member Alma Maters**

#### By BRITTANY CONNERLY, Special Projects Assistant, GCSANC

My Name is Gary Sayre and I am a retired CGCS, after 45 years in the business. As many of my cohorts in the golf industry, I did not start out with the intent to become a golf course superintendent. I am a graduate of Portland State University with a BS degree in Earth Sciences - Geology. After graduation I was working on a golf course in Portland Oregon when Dick Malpass asked me to be his assistant. While I was his assistant, he served as President of GCSAA and he persuaded me to get more involved in the business, so I went to Portland Community College and received a certificate in Horticulture - with emphasis in turfgrass culture and agronomy. I became the 800th CGCS in 1985. ~ Gary Sayre, CGCS, retired









- Cal Poly San Luis Obispo Pete Bowman, CGCS (BoTerra)
- Lake City College in Lake City, FL (studied Golf Course Operations) and Erie Community College in Williamsville, NY (studied Mechanical Engineering) – Mat Dunmyer (Silverado Resort)
- Humboldt State University (Major in Botany) Jim Culley (Seedking Enterprises)
- Michigan State University **Bryan Boyer** (Cinnabar Hills Golf Club), **Garl Carls**, CGCS (Retired), **Randall Moses** (Baywood Golf & Country Club)
- New Mexico State University Brett Thornsbury (Rosewood CordeValle)
- Oregon State University Josh Lewis (Sharon Heights Golf & Country Club)
- Penn State University Pete Bachman (The Links at Spanish Bay), King Wayman (The Club at Pasadera)
- Portland Community College (Certificate in Horticulture with emphasis in Turfgrass Culture and Agronomy), Portland State University (BS in Earth Sciences - Geology) -Gary Sayre, CGCS (Retired)
- University of California, Davis (BS in Agronomy) Stephen L. Carlton (Retired)
- University of California, Riverside Thomas Slevin (Napa Golf Course at Kennedy Park)
- University of Maine at Orono (BS Forest Management), University of Massachusetts, Amherst (Certificate in Turf Management) - **Tim Powers** (Poplar Creek Golf Course)
- University of Minnesota, Twin Cities Ross Johnson (The Preserve Golf Club)
- Walla Walla Community College (Turf Management Program) Gavin Dickson, Tehama Golf Club













12

UCRIVERSITY OF CALIFORNIA

Portland State



James Caan



Weird Al Yankovic



Keegan Michael Key



Hasan Minhaj



Lou Henson



Magic Johnson



#### Richard Gere

### Alma Mater Quiz

## Are you able to match the famous alumni to their alma mater?

Hint: All of them attended an institution named by one of our members. Six of the famous alums below attended the same institution as another famous alum. (Match a letter representing one of the alma maters below to each famous alumni, then check the answers on page 25 to see how you scored.)

### Famous Alumni

- 1. James Caan (Actor)
- 2. Stephen King (Author)
- 3. Hasan Minhaj (Comedian)
- 4. Richard Gere (Actor)
- 5. Kenneth Fisher (Billionaire Investment Analyst)
- 6. Jessica Lange (Actress)
- 7. Lou Henson (Former College Basketball Coach)
- 8. Magic Johnson (NBA Hall of Famer)
- 9. Ty Burrell (Actor)
- 10. Ozzie Smith (MLB Hall of Famer)
- 11. Jamie Chung (Actress)
- 12. Gary Payton (NBA Hall of Famer)
- 13. Julius Thomas (NFL Tight End)
- 14. Weird Al Yankovic (Singer)
- 15. Forest Whitaker (Actor)
- 16. Keegan Michael Key (Actor)
- 17. Ricky Pierce (Former NBA Basketball Player)

#### Alma Mater

- A. Cal Poly Pomona
- B. Cal Poly San Luis Obispo
- C. Humboldt State University
- D. Michigan State University
- E. New Mexico State University
- F. Oregon State University
- G. Penn State University
- H. Portland State University
- I. University of California, Davis
- J. University of California, Riverside
- K. University of Maine

Julius Thomas

- L. University of Massachusetts, Amherst
- M. The University of Minnesota
- N. Walla Walla Community College









Forest Whitaker



Jessica Lange

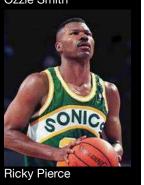


Kenneth Fisher



Gary Payton







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### DIAMOND



### TITANIUM





### GOLD



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### Superintendent Profile: Steven Spatafore, Contra Costa Country Club

By BRIAN BOYER, Superintendent, Cinnabar Hills Golf Club

Steven Spatafore was recently named Golf Course Superintendent at Contra Costa Country Club. Steven is a past recipient of the Clifford and Myrtle Wagoner Scholarship, fresh out of school, and on his way to great things. Let's get to know Steven Spatafore.



Congratulations on the new job! How did you end up celebrating your first Superintendent job, and who is the first person you called and told?

There wasn't a lot of celebrating at first. I was

not expecting this opportunity so soon. There was a day of "Oh my god" and a slight feeling of terror. Once reality set in, I called my family and mentors, thanked them for their help getting to this point and thanked them for the help they will be providing in the future.

### Talk about the path it took to get to where you are at today?

In 2008, my father and I went to the AT&T Pro-Am. We were there early enough Sunday to see the maintenance staff preparing a green. I met Billy Hausch, who explained what they were doing. Over the next summer, Billy took us out for a round and in an effort to repay the favor, my father and I asked if we could volunteer on the maintenance staff. He had me in bunkers for the next tournament and I knew at the age of 13 what I wanted to do for the rest of my life. (You can read an article that was written in GCI leading up to the 2019 US Open)

Going from Assistant at one course to Superintendent at another course is a challenge, but going from Assistant to Superintendent at the same course has a unique set of challenges as well? What thoughts do you have regarding your crew and your transition? The transition has gone really well with the staff. A mentor had previously told me that you must make friends and earn the crew's respect before you can lead them. I had done just that over the last 17 months as the Assistant, and since getting the job I've heard that some staff recommended me to members and the GM.

#### You have also had to replace a Superintendent in Ryan Maher who was very well respected at the club. Talk about that.

Ryan has left behind some very big shoes to fill. Luckily, Ryan and I were on the same page for nearly every matter pertaining to the course, and I can build upon the programs we developed in unison.

#### You have been with Troon for a couple of years now. What kind of resources do they have to help you succeed?

I am fortunate to have Jeff Spangler as our Troon agronomist. He will be out quarterly over the next year. Because we are in the middle of some projects, I can rely on them to help with the construction contracts and protocols.

#### What is first on your to-do list, and does Contra Costa have any big plans over the next three years?

Contra Costa wants to be predominantly rye grass and bent. Some of our warm season grasses have gotten larger than what we want, so we are in the middle of a rough renovation. Ten days into my time as Superintendent, we sprayed Pylex and Drive to tackle the warm season grasses.

Over the next few years we are looking to complete the last 5-10% of renovation work that was not completed in 2015. That includes the driving range, irrigation upgrades, and bunker work.

### Changing gears, in an effort to get to know you better, what do you like to do outside of golf?

I love to golf with my father. My father could not be happier with my career path since we have gotten to play at some really special places. I like to travel with my fiancé, Courtney, and I have really gotten into road cycling.

#### Continued from page 18

Since you mentioned your fiancé, when are you getting married? Our wedding date was Oct. 10th, but we postponed due to COVID. We changed plans and were going to do something with just our parents, but this opportunity came about, and I do not have an assistant yet. So, the wedding is in limbo at the moment.

#### I did not think about it, but I guess you have to replace yourself. What traits are you looking for in an Assistant?

They need to be a go-getter and have a natural curiosity about why things are the way they are. We are extending an offer now and should have someone in place before Thanksgiving.

#### Did you pick up any new hobbies since COVID?

Unfortunately, there was no time for that. Contra Costa County deemed Ryan Maher and me as the only essential employees. We worked 12 hour days by ourselves for 5 weeks.

#### If a guy calls in sick and you have your choice of jobs to fill in for, what are you choosing and which job are you avoiding?

For some reason, I find cutting the caddy walks and intermediate cuts enjoyable. If I had to say there is something I don't like, I'd say it's checking and adjusting bunker depths or fixing bunkers after a washout.

## When you call up Tim Powers for advice (highly recommended!) and he answers with "19th Hole," what are you asking for (favorite drink)?

Either a vodka press (vodka and Sprite) or a glass of white wine.

Congratulations on the new gig and best wishes; I look forward to watching your career grow!



A shout out to another former Clifford & Myrtle Wagoner Scholarship recipient goes to Lark Breen, daughter of Kevin and Lori Breen. Lark is a third year senior at

Northwestern University and is now writing articles for Green Building and Design. Check out her articles at <u>https://muckrack.com/lark-breen/articles</u>.

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### Assistant Superintendent Profile: Patrick Tuttle, Palo Alto Hills Golf & Country Club

#### By ERIC GREEN, Assistant Superintendent, Poppy Hills Golf Course

It's always great to showcase some of the up and coming talent in our industry. Northern California has some of the richest history in golf, with great courses and hardworking crews that keep them in exceptional condition. For this issue, we interviewed Patrick Tuttle, Assistant Superintendent at Palo Alto Hills Golf and Country Club in Palo Alto, CA.



#### What made you decide to get into golf maintenance?

PT: I have many reasons why I decided into to get golf maintenance. To begin, I grew up on a two acre property in Morgan Hill. The property an included nearly acre of turf that my father, brothers and I maintained. At the age of 14, my family

moved to a house right across the street from San Jose Country Club. With my parents being members, I was able to take up the game and my competitive spirit took over. I began to play every day. From then on, my dad always encouraged me to get into the industry. After I graduated from UCSB, I started working in golf course maintenance and fell in love.

### What is your proudest accomplishment in the industry?

**PT:** My proudest accomplishments include getting accepted into the Masters Program at Penn State. I am also very proud to have won over and gained the respect of the crew at Palo Alto Hills.

### Who would you consider your most influential mentor in the industry?

**PT:** Andrew Morgan and John Smurthwaite have been my most influential mentors in the industry so far. They have taught me all there is to know about turf grass management and keeping the membership happy with an outstanding daily product.

#### Where did you grow up?

**PT:** I grew up in San Jose, California and spent much of my early childhood in Morgan Hill.

#### **Your best Nicknames?**

PT: Ptutti, Patricio, and my current nickname from Andrew Morgan, P Funk.

If you could drive any vehicle, what would it be? PT: 1965 ford mustang convertible.

#### Curly fries or regular, and why?

**PT:** Probably curly fries, but you can't go wrong either way.

### What is the funniest thing you have ever seen on a golf course?

**PT:** I always get a good laugh when the members ask something funny or do something silly on the golf cart (as long as it isn't harmful to the turf.)

### EWhat is one thing that most people don't know about you?

**PT:** I am the eighth oldest out of twelve children in my family. Before I began working in golf maintenance I had the privilege of working for the Golden State Warriors. We won two NBA Finals in consecutive years while I was working with them.

### What was your lowest score playing golf, and where?

**PT:** I shot a 69 at both Silver Creek Country Club and Spring Valley Golf Course.

### What is your favorite manual labor job on the golf course, and why?

**PT:** There is nothing like changing the course up on a day to day basis, giving it some variety. It makes it necessary to hit a variety of different golf shots and tests all levels of golfers.

#### Greatest piece of advice anyone has given you?

PT: Everyone makes mistakes and you will too. Learn from your mistakes, take responsibility, and do your best not to feel too bad about them. Make sure the people around

#### Continued from page 20

you know that you care. Golf course maintenance requires teamwork, and if one person is falling behind, help them out or we all fall behind. Teamwork is what makes the dream work.

#### If you had to survive on a deserted island for 1 year, aside from food and water, what 5 items would you bring with you to occupy your time?

**PT:** My seven iron, a golf ball, my wife, my daughter, and sour patch kids.

#### **Favorite Beer?**

**PT:** I eat Mexican food on a fair occasion; you can never go wrong with a cold Modelo.

### If you had your choice, what would you do in retirement?

PT: Travel the world and play amazing golf courses.

#### **Favorite sports teams?**

PT: Giants, Warriors, Niners, Sharks, and once in a while

the A's and Raiders. I'm pretty lucky to be from the Bay Area and to have the ability to watch and root for these awesome sports teams.

### What's your favorite type of grass to manage as a putting surface and why?

**PT:** Bentgrass putting greens are my preference because, when right, they consistently provide lightning fast putting surfaces.

### If you could have lunch with anyone, past or present, who would it be and why?

**PT:** It would be fun to have lunch with Bobby Jones. He seemed like quite the competitor, with an abundance of love for the game of golf.

#### What is your favorite golf maintenance related quote?

**PT:** "Never be in a rush to mess things up" and "We are all human; the grass will grow back."



### Favorite Part of Being a Superintendent Survey: Tim Powers, Poplar Creek Golf Course

We asked our members to answer the question, "What is your favorite part of being a superintendent?" We are happy to share the following response by Tim Powers, Superintendent at Poplar Creek Golf Course:

Working outdoors, seeing the sunrise everyday, good and bad; we don't just work when it is 75 and sunny. Hearing happy golfers, seeing wildlife, and helping improve their habitat. Working with various staff members and nationalities, seeing staff grow and learn, flexibility to work in different locations, safety meetings (at local microbrew with other superintendents). Being able to volunteer at golf events, which helps to network, learn, and help fellow superintendents. Networking and being able to play golf around the world on some of the nicest landscaped lands available.

Seeing conditions improve to raise the golfer experience, learning how big, but small, the golf world can be, seeing how quickly fellow superintendents answer the call when you need assistance or advice. Working with nature, learning new ways to do things, seeing improvements in equipment and chemicals and seeds. Relationships with vendors and members, becoming better at planning and organizing to get the job done, meeting new people through golf.

Challenges: Dealing with many levels of budgets, labor, varying personalities, golfers, and golfer expectations, salt and irrigation issues, and aging equipment. Being asked to do more with less, champagne tastes on Bud Light budget. Weather (Mother Nature always wins), comparisons to other courses, trying to convey your passion to staff, getting staff to realize that you earned your position and you weren't just given that, and staff attendance.







### Answer Key From Page 13

- 1. James Caan: D, Michigan State University
- 2. Stephen King: K, University of Maine
- 3. Hasan Minhaj: I, UC Davis
- 4. Richard Gere: L, University of Massachusetts, Amherst
- 5. Kenneth Fisher: C, Humboldt State University
- 6. Jessica Lange: M, University of Minnesota
- 7. Lou Henson: E, New Mexico State University
- 8. Magic Johnson: D, Michigan State University
- 9. Ty Burrell: G, Penn State University
- 10. Ozzie Smith: B, Cal Poly San Luis Obispo
- 11. Jamie Chung: J, University of California, Riverside
- 12. Gary Payton: F, Oregon State University
- 13. Julius Thomas: H, Portland State University
- 14. Weird Al Yankovic: B, Cal Poly San Luis Obispo
- 15. Forest Whitaker: A, Cal Poly Pomona
- 16. Keegan Michael Key: G, Penn State Universit
- 17. Ricky Pierce: N, Walla Walla Community College



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