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Currently we have 238 new & renewed members. In December 2009, SFMANJ mailed invoices for 2010 membership dues to all current members. If you did not receive an invoice, please contact us at 856-514-3179 or download the membership form available at www.sfmanj.org. Mail membership dues direct to SFMANJ, PO Box 205, Pennsville, NJ 08070.

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Among other things, the winner will also receive a stay at the Trump Taj Mahal, Atlantic City and free registration to the education courses and trade show at Expo 2011.

See page 14 for details

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MISSION STATEMENT:

Committed to enhancing the professionalism of athletic field managers by improving the safety, playability and appearance of athletic fields at all levels through seminars, field days, publications and networking with those in the sports turf industry.

Contact us at:

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Pesticide Applicator Licensing:

A Ticket to Professionalism



By Matt Olivi

As sports field managers and groundskeepers we all share a common goal of improving our technical skills by continuing our education. This endeavor makes us better at what we do on a daily basis and increases our value to our employers, customers and peers. As I've always been a great proponent of professional development opportunities, a friend of mine who works in the educational community encouraged me to acquire a New Jersey pesticide applicators license. He explained to me how a licensed applicator is required to maintain a certain number of recertification credits over a five year period. By doing so, the applicator would maintain a working knowledge of current trade techniques and any corresponding laws and regulations. As a groundkeeper and sports field manager with only a few years of experience under my belt, I saw a great opportunity to expand my knowledge in the area of turfgrass maintenance practices. Also, in my particular case as a public school employee, I recognized that any knowledge I could obtain relating to Integrated Pest Management (IPM) would be beneficial to my employer. Therefore, I took the necessary steps to acquire my New Jersey pesticide applicators license and quickly began to put my credentials and knowledge to use.

Depending on the needs of particular employers and/or customers, the steps required to become appropriately licensed will vary significantly. In New Jersey, a licensed applicator is required to be certified in at least two categories and demonstrate proficiency in basic pesticide safety practices and regulations.

In addition, the applicator must be proficient in specific areas of expertise. For example, in my case as a sports field manager for a public school district, I am required to be certified in the categories of basic pesticide safety (Core), turfgrass (Category 3B) and School IPM (Category 13). All potential applicators are required to attend a state-approved Basic Pesticide Safety class and pass a written test corresponding to core materials and regulations. For any additional categories, the licensing procedural requirements may afford the applicator the choice of documenting on-the-job training experience or the completion of state-approved classroom instruction. Once the applicator has met these requirements, the state will schedule and administer a test date(s) to determine proficiency.

Although the process of fulfilling all of the licensing requirements can take several months due to course scheduling and testing, I strongly feel that the benefits of becoming a certified applicator are well worth the time and effort. It became clear to me almost immediately that the state-required courses I took to be licensed for turf applications were just the beginning of a never-ending education in turfgrass management. Once I became certified in Category 13, this became more apparent. Generally stated, the goal of school IPM is not to simply find the most effective product to solve a particular pest problem. It sometimes seems just the opposite. With all of the effective products on the market today, a well-educated applicator can usually control most pest problems efficiently. However, when considering IPM, the applicator and/

or IPM coordinator has a responsibility to use methods and products (i.e. low-impact pesticides) perceived to have less environmental impact than traditional synthetic pesticides. This brings a whole new element to the game. Now the applicator/IPM coordinator needs to understand the nature of the identified pest and the science behind it. For example, an applicator is able to identify a particular broadleaf weed such as a dandelion or plantain species populating a highly prioritized (indexed) playing surface such as a varsity football field. Traditionally, an applicator could apply a chemical pesticide containing the primary active ingredient 2,4-D to control these weeds on a selective, postemergence basis. While 2,4-D is a highly effective non-low-impact pesticide, a thorough IPM approach suggests that the application of this herbicide should not be the first step in a school environment. As a primary goal of School IPM is to limit exposure of children to pesticides not characterized as low-impact, traditional control methods would not be the best initial course of action. The certified School IPM applicator is required to explore other ways of controlling pests. By understanding the life cycle of the pest, the applicator and/or IPM coordinator can develop methods of disrupting the pest (i.e. broadleaf weeds) without inhibiting the growth and development of desirable species (i.e. cool-season turfgrass).

Alternative methods of control will greatly depend on pest thresholds set by the school district. If we use the example of the highly indexed, highly visible varsity

Continued on page 12

A Message from The President



By Don Savard, CSFM, CGM

Fall sports are finished, and I have begun to transition into spring. We just finished rebuilding 8 bullpen mounds and 2 game mounds, made some repairs and renovated an entire baseball field. Our sports preseason begins March 1, and I like to have most things finished and ready to go before the Holidays. For me, the winter months are my break. It is when recharge my batteries. I still have routine chores typical of a grounds manager at a K-12 school, but I get some time to plan, and prepare for the next season. It is also the time when I attend short courses and build up pesticide and other credits that I need.

We hope that you were able to join us December 6-8 in Atlantic City for EXPO for our sports field manager sessions. We had the best attendance in recent years for our Sports Turf Managers sessions. There were many good sessions and plenty of opportunities for credits.

Speaking of educational opportunities, January 11-15, 2011, the Sports Turf Managers Association 22 annual Conference and Exhibition celebrating STMA's 30th Anniversary will be held in Austin Texas. Visit their website at www.stma.org for more information. Rutgers Office of Continuing Professional Education has a number of short course offerings in February and March (visit their website <http://www.cpe.rutgers.edu/programs/landscape.html>). Stay tuned to SFMANJ's website for information about upcoming field days and other educational events at www.sfmanj.org.

Volunteers are always welcome for SFMANJ service. Give something back to the industry by serving on a committee, helping out during an event, or writing an article for this newsletter. Besides doing good works, you will have an opportunity to work with and network with some of the finest people in the industry. Remember *it is what you know and who you know!* Start by attending an SFMANJ Board of Directors Meeting. Our next meeting will be held Wednesday January 5, 2011 5:30 PM at the Rutgers Geiger Center. Call (856) 514-3179 for more information and directions. I hope that you will join us.





Don Savard is a Certified Sports Field Manager (CSFM) and Certified Grounds Manager (CGM); Director, Athletic Facilities and Grounds, Salesianum School; and President, SFMANJ.



Tap into TGIF:

Research & Resources at Your Fingertips

(Courtesy of Sports Turf Managers Association)

More than 100,000 significant agronomic published and electronic resources are available to STMA professional and student members -- at no additional charge. Since 2004, STMA members have been accessing Michigan State's Turfgrass Information File (TGIF) as a benefit of membership. Purchased separately, an individual subscription to TGIF would cost \$100 per year.

This great monetary value is further complemented by the service -- the wealth of information available and how easy it is to retrieve it. In seconds, STMA members can find relevant information to help solve problems by simply clicking on the TGIF link from the member log-in page.

Materials indexed by the Turfgrass Information File include articles from peer reviewed publications, technical reports, research, conference proceedings, trade and professional publications, local professional newsletters, and popular magazines as well as monographs, theses and dissertations, fact sheets and brochures, software, and web documents. TGIF indexes materials from government, college/university, professional organizations, and private publishers and adds approximately 6,000 new materials each year.

Access to TGIF is available through a cooperative endowment agreement between STMA and the Turfgrass Information Center at Michigan State, which manages TGIF.

For more information on how you can take advantage of this benefit of membership, contact STMA headquarters (ph) 800.323.3875.

Sports Turf Managers Association (STMA), Lawrence, KS

Welcome to the

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LEADERSHIP IN THE KNOWLEDGE ECONOMY



by Dr. John C. Maxwell
(Courtesy of Sports Turf Managers Association)

Manufacturers are closing their doors. Assembly lines are disassembling. Dilapidated farmhouses sit in empty fields. Mills and mines dot the countryside as historical relics. Why? Technology, technology, technology.

Human minds continue to replace human hands as more sophisticated machinery, equipment, hardware, and software are applied to the workplace. In 1949, about 40% of workers in the USA were employed in the service sector of the economy. By 1967, that percentage had grown to 55%. In 1986, 66% worked in the service industry, and presently, 75% of the nation's employees are in services.

With the share of manufacturing jobs steadily shrinking, and the knowledge economy in full bloom, the landscape of leadership has changed shape. What implications does this shift have on today's leaders?

Spinning Plates

Remember typewriters? It's hard to believe they dominated office documentation for most of the 1900s and were standard into the 1980s. As we reach the 21st century, a regional office in Beijing can have a videoconference with associates in New York. Via the internet, schoolchildren in Houston can see and speak with "pen pals" in Amsterdam free of charge. Information that sailed across seas in bulky packages less than 100 years ago can be digitally transferred in nanoseconds today. Decisions traditionally made in consideration of customers in a local county now affect clientele on several continents.

What do these changes mean for leaders? Not only must they juggle more plates, but the plates are spinning faster than ever. Today's leader is surrounded by incessantly buzzing or beeping devices relaying mass quantities of data. With the influx of information and more rapid pace of change, leaders are successful when they keep the mission clear. A leader focused on purpose and values acts as a compass in the maze of complexity.

The leader who spins the plates successfully:

- Sees with Clarity
- Repositions at Light Speed
- Navigates a Flexible, But Focused Path

What Happens in Vegas...

What happens in Vegas, stays in Vegas... unless someone recorded it on their camera phone... and uploaded it to their computer... and posted it on a blog for the world to see.

The proliferation of information in the knowledge economy has made leaders more visible than ever before. Leaders should not be surprised when a speech given in a closed door meeting filters through the grapevine of the company's interoffice email system.

Nor should they expect to dam up the flow of information internally or externally. In today's world, news travels at light speed and will find its way around artificial impediments. The downfall of companies that cooked the books (i.e. Arthur Andersen) generated a movement toward greater corporate transparency and accountability. When communicating to media, shareholders, and boards of directors, leaders are demanded to be accessible and open. In an era in which leaders are held accountable for their promises, every executive misstep will be dissected and scrutinized.

Successful leaders in the knowledge economy:

- Keep No Skeletons in the Closet
- Communicate Forthrightly
- Underpromise and Overdeliver

Collaborator-in-Chief

In the words of Marshall Goldsmith, "The role of leadership has changed from the top-down – 'I'm going to tell you what to do approach' – to a more asking, listening, and participating [approach]." The antiquated model of a supervisor commanding underlings has been supplanted by a relational model in which managers collaborate with teammates.

In the knowledge economy, organizational charts have flattened. Today's employees have a knee-jerk distaste for hierarchy. They won't respond to authority leveraged solely by position, but they will respect a leader who cares about them, is honest, and expresses gratitude for their contributions.

Leaders excel as participatory managers when they:

- Listen
- Show Appreciation
- Match Words with Actions

Other articles by Dr. John C. Maxwell's can be access at his free monthly e-newsletter 'Leadership Wired' available at www.maximumimpact.com; Sports Turf Managers Association (STMA), Lawrence, KS

SFMANJ stops at Columbia University and Red Bull Arena

Continued from page 1

Lunch was held in the press box above Robert K. Kraft Field and provided great views of the surrounding hillsides, Harlem River, and Hudson River.



A warm greeting provided by Dan Shemesh and the New York Red Bulls, Harrison, NJ

The bus trip left Northern Manhattan, crossed the George Washington Bridge back to New Jersey for a tour of Red Bulls Arena. The sports field is managed by SFMANJ member Dan Shemesh, Director of Grounds for the New York Red Bulls.

Attendees got a behind-the-scenes look at the turf equipment used to maintain the soccer surface and a SubAir system that can manipulate air flow through the rootzone. A major challenge faced by Shemesh

and his crew is the absence of direct sunlight on the Kentucky bluegrass and perennial ryegrass overseeded playing surface. Stadium design and roof materials appear limit the quantity of sunlight hours received by the New Jersey-grown sod. Artificial lighting is being explored.

Thanks go out to Kevin Malone, CSFM and Dan Shemesh for their hospitality and willingness to host SFMANJ on a tour of their great facilities!

Brad Park is Sports Turf Research & Education Coordinator, Rutgers Univ.; SFMANJ Board member; and

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From the Editor's Desk:

News and Notes from 2010

Brad Park



We've reached several milestones in the production of SFMANJ Update.

The year 2010 marked the 10th, yes the TENTH, year of continuous publication of our newsletter. I truly believe we have one of the finest Sports Turf Managers Association (STMA) chapter newsletters in the country. Our Executive Secretary, Debra Savard performs layout, design, and mailing as well as advertising sales and organization. The in-house production of the newsletter allows us to efficiently deliver the newsletter to our membership. I, as well as the entire SFMANJ Board of Directors, thank Debbie for her fine work and contribution.

We have obtained an International Standard Serial Number (ISSN) for *Update*. You may have notice the addition of the number on the front cover of this edition. I believe the ISSN will increase the exposure of our newsletters. The ISSN website notes several advantages of obtaining this number including the accurate citing of serials by scholars, researchers, abstracters, and librarians; simplification of interlibrary loan systems and union catalog reporting and listing; and all ISSN registrations are

maintained in an international data base and are made available in the ISSN Register online. This issue, as well as all future issues of *SFMANJ Update*, will be received by the Library of Congress in Washington, D.C.

The long journey towards digitization and delivery of an electronic copy of each issue of *SFMANJ Update* (2001-current) to the Turfgrass Information File (TGIF) at Michigan State University was completed in 2010. One-hundred sixty-seven (167) articles appearing in *Update* that report on turfgrass research, personnel management, observations and tips from sports field managers, and other turfgrass and skin surface related information are now cataloged on TGIF (as of publication of this issue of *Update*). Some articles can be digitally accessed directly; others will be available through the Interlibrary Loan Program. I strongly encourage you to access TGIF through the members only section of STMA's website at www.stma.org to search and view this significant contribution to the turfgrass literature.

Continued on page 15

Did you know . . .

Thatch is a layer of undecomposed or partially decomposed organic residues situated above the soil surface and constituting the upper stratum of the medium that supports turfgrass growth.



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