



CONNECTICUT

ASSOCIATION OF
GOLF COURSE
SUPERINTENDENTS



Connecticut Clippings

Volume 39, No 4

December 2005

SUPERINTENDENT/ASSISTANT CHAMPIONSHIP: PEQUABUCK GOLF CLUB NOVEMBER 8, 2005

GROSS: 1st 71
 Mike McDermott - Eric DeStefano
 Twin Hills Country Club
 NET: 1st 62
 John Garcia - James Costanzo
 The Patterson Club
 2nd 63
 Ward Weischet - Tim Gerzabek
 New London Country Club
 3rd 72
 Mike Chrzanowski - David Ryan
 Madison Country Club
 CAGCS Better Ball of 2
 GROSS: 1st 71
 John Callahan - Sean Moran

The Cardinals - SODCO, Inc.
 NET: 1st 61
 Heather Garvin - Dennis Petruzzelli
 Chas. C. Hart Seed
 Metro Turf Specialties
 2nd 61
 Shawn Donovan - Bob Goglia
 Turf Products Corp. - Syngenta
 3rd 64
 Alexander Adaskaveg - Robert Silva
 Rockledge CC
 Closest to the Pin
 #4 - 20' - Heather Garvin,
 Chas. C. Hart Seed
 #16 - 10' - Kevin Jaracy, Pequabuck GC

Closest to the Line
 #5 - Tim Quirk - Turf Products Corp.
 Longest Drive #9.
 Ed Downing, A.A. Will Materials Corp.
 Longest Putt
 #10 - John Motycka, Skungamaug River GC
 #14 - Kevin Collins - Washington Club

Congratulations to Ward Weischet, CGCS, New London Country Club, who won the President's Cup with a gross score of 72.

Congratulations to Bob Goglia, Syngenta, who won the McLaughlin Trophy with a net score of 65.

JAN 05 2006



Ward Weischet
President's Cup winner



Gross winners with a score of 71
Mike McDermott & Eric DeStefano



Bob Goglia
McLaughlin Trophy winner

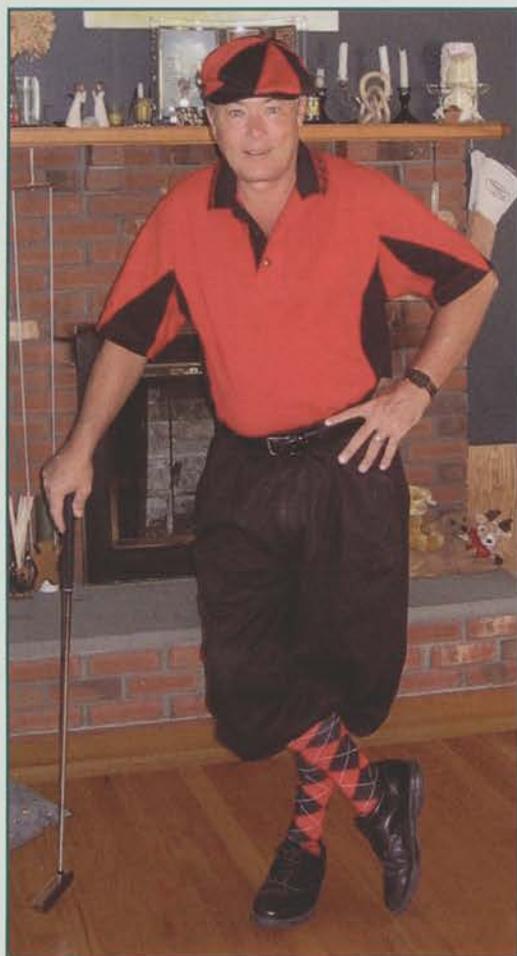


Net winners with a score of 62
John Garcia & James Costanzo



CAGCS Welcomes the Board of Directors

Pictured L-R Wayne Urban, Chris Mauro, Kimberly Heyl, Keith Angilly, John Garcia, Peter Gorman, Donald Beck, Sean Flynn, Bruce Morse, Kevin Balocca, Timothy Quirk. Not pictured Mark Mansur, Paul Bonini, appointed to replace John Ruzsbatzky



Les Kennedy dressed in period attire for the 75th anniversary tournament of the Rhode Island Association of Golf Course Superintendents, held at Sakonnet Golf Club. All golfers played with hickory shaft clubs and gutta balls. And by the way there were no golf cars. Les is to be congratulated again this year as he outdid everyone in raising money for the CAGCS Scholarship & Research Fund. The Clippings committee would also like to thank you for your donation of a Cannon digital camera.

DANA GARVIN

Dana Garvin was born in Hartford on November 6, 1961, and was resided on Hawk's Nest Beach, in Old Lyme. Garvin graduated from Old Lyme High School in 1979, attended the Wentworth Institute of Technology in Boston, and earned his Bachelor of Science degree in electrical engineering from the University of Hartford. He was the former Assistant Superintendent/Mechanic at Canton GC. He is survived by his wife, Heather Lowell Garvin, his father and stepmother, Gordon "Jiggs" Garvin and Elise "Resse" Garvin, of Old Lyme, mother Joyce Bentley of Cromwell, his siblings Beth Garvin, Neal Garvin and Lisa Garvin, and his stepsister, Susan "Binky" King.

Memorial contributions in Garvin's name may be made to the Hawk's Nest Beach Jetty Preservation Fund, c/o Steve Rosenfield, 28 West End Drive, Old Lyme 06371.

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CHAPTER DELEGATE REPORT

Once again, I am presenting the Chapter Delegate meeting information as posted in the Chapter relations extranet section of GCSAA website. We will maintain a full copy of the meeting outcomes in the main office. If anyone is interested in this or last year's copy of the outcomes and does not have access to the internet, please contact the main office and we will be happy to mail out a hard copy. The outcomes are quite long (around 30 pages) and provide much more detail.

Meeting discussions centered on the following topics:

- **Marketing GCSAA Class A and certified members**

Director Robert M. Randquist, CGCS, presented the next step in the association's implementation of the Professional Development Initiative – executing a marketing plan for the various membership classes. With the differentiation of membership classes created by PDI, the association will seek to position GCSAA members differently from non-members, Class A members apart from Superintendent Members, and certified members in a manner distinct from non-certified members. The goal of such a marketing

campaign is to communicate the value to the marketplace, which will result in a stronger position (financially, organizationally, and professionally) for GCSAA members.

- **Member dues pricing structure**

in a follow-up from the 2004 delegates meeting, Secretary/Treasurer Ricky D. Heine, CGCS, provided research and led discussion on a programmed dues pricing structure. Rather than levying increases periodically (approximately every five years) and by significant percentages (on average of 15 – 20 percent), the proposed concept is to implement a regular increase that is tied to the consumer price index. Past feedback has supported such a model because it is easier to budget for members/facilities and could stem membership drops due to large periodic increases. This concept has already received support from various GCSAA committees. The delegates approved continued discussion on this topic.

- **Membership growth and retention**

Staff also unveiled a membership growth and retention program that aims to reverse a trend of declining membership over the past three years. After reaching a high of 22,000-plus members in 2002, membership today stands at approximately 20,500. Increasing the GCSAA membership ranks is important

for numerous reasons. Primarily, added dues revenue allows the association to provide more programs and services to members. As important, a growing membership gives GCSAA a stronger position in the marketplace and thus able to advocate on behalf of its members more effectively. Key to the strategy are focusing on additional and timelier touches with members that speak to value; and communicating with employers of non-GCSAA members as to the importance of access to association resources for their staffs and facilities.

- **Promoting diversity**

In addition to strengthening the membership in terms of pure numbers, the association also announced a new strategy to accomplish the same goal by becoming a more inclusive organization. Rafael Barajas, CGCS and a member of the GCSAA Diversity Task Group, shared how organizations that do not embrace a diversity of people and ideas will not grow and will lose stature in the marketplace. Noting that GCSAA's efforts to become more inclusive would be long term, Barajas said the first step was an awareness of the importance of the issue and an evaluation of where the organization stood today. He said that such a strategy would also have a positive impact on the growth of the game by offering access to those who may not have had such in the past.

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• Future of the profession

Delegates engaged in small group discussions about trends impacting the game of golf, golf facilities and the golf course management profession over the next 15 years. The delegates' feedback, along with input from six GCSAA committees and/or task groups will help the board challenge its vision for the future.

• Updates

Additional presentations were made to bring the delegates up-to-date on the chapter affiliation agreement, the association's environmental programming efforts and a data collection effort for member courses to commence in 2006.

On July 28, the 2005 Nominating Committee met via conference call and ratified the slate of candidates for the 2006 GCSAA Board of Directors. They are as follows:

For President:

Sean A. Hoolehan, CGCS, Wildhorse Resort and Casino, Pendleton Oregon

For Vice-President:

Ricky D. Heine, CGCS, The Golf Club Star Ranch, Austin, Texas

For Secretary/Treasurer:

David S. Downing II, CGCS The Pearl Golf Links and Ocean Isle Beach Golf Course, Sunset Beach, North Carolina

Mark D. Kuhns, CGCS, Baltusrol Golf Club, Springfield, New Jersey

For Director:

Gregg A. Blew, CGCS, Wellshire Golf Club, Denver, Colorado

Gary K. Carls, CGCS, Sunnyvale/Sunken Gardens Golf Course, Sunnyvale, California

Patrick R. Finlen, CGCS, The Olympic Club, San Francisco, California

John C. Miller, CGCS, The Golf Club at Yankee Trace, Centerville, Ohio

Sanford G. Queen, CGCS, Overland Park Golf Club, Overland Park, Kansas

Should anyone like to discuss any or all of these candidates, please call me any time.

Respectfully submitted,
Keith Angilly

CAGCS BOARD OF DIRECTORS

President – Keith A. Angilly

Vice President – Christian P. Mauro

Secretary – Kimberly J. Heyl

Treasurer – John Garcia

Past President – Wayne C. Urban

COMMITTEE CHAIRPERSONS

Education – Mark B. Mansur

Golf – Sean Flynn

Membership – Bruce Morse

Scholarship & Research

Paul Bonini, CGCS

Social & Welfare – Donald Beck

Government Relations

Kevin C. Balocca

Commercial Rep to Board

Timothy J. Qurik

Class C Rep to the Board Peter Gorman

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- Engineering Design
- Permitting
- Construction Oversight
- Environmental Assessment and Remediation



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GROSS:

1st 55
Tom DeVaux, Hunter GC
Kevin DeVaux, Stanley GC
Michael Chrzanowski, Madison CC
David Ryan, Madison CC

2nd 57

John Gallagher, Race Brook CC
Peter Bly, Brooklawn CC
Lawrence Dodge, Oak Lane CC
Mark Powers

NET:

1st 52.2
Patrick Cragin, Waterbury CC
Walter Wozniak, Waterbury CC
Chris Mauro, Highfield CC
Joe Hennegan

2nd 52.5

Matt Howland, Shawnmark Ind.
Mike Tanner
Mike Cody
Dan St.Laurent

3rd 53.3

Ron Smith, Sports Club Mgt., Inc.
Glenn Perry, Rolling Hills CC
Glen Dube, Oak Hills Park GC
Chad Esposito, Highland GC

4th 53.6

John Callahan, Cardinals, Inc.
Greg Bradley, Farmington Woods CC
Tom Watroba, Suffield CC
John Fleming, Water Specialists, LLC

Longest Drive #9 - 299 yds.
Eric Hulland, Troon Golf Lake of Isles

Closest to the Pin #6
27" - John Fleming, Water Specialists
4'4" - Mike Coty

Closest to the pin #17
4'6" - Chris Mauro, Highfield CC

ANNUAL MEETING GOLF RESULTS
BIRCHWOOD COUNTRY CLUB
NOVEMBER 1, 2005

GROSS:

1st 32 match of cards
Donald Beck, Fisher's Island Club
Ronald Beck, Fisher's Island Club
Ben Eggleton, Fisher's Island Club
John Garcia, The Patterson Club

NET:

1st 28.3
Chris Mauro, Highfield CC

Mark Osborn, Steven Willand, Inc.
Scott Ramsay, The Course at Yale
Dan Rackliffe, Longshore Club Park

2nd 28.6

Brian Pope, Turf Products Corp.
John Motycka, Skungamaug River
Kevin Jaracy, Pequabuck GC
Richard Cook

3rd 28.7

Les Kennedy, The Blind Brook Club
Tim O'Neill, CC of Darien
Glenn Perry, Rolling Hills CC
Bruce Morse, Norwich GC

4th 29.1

Keith Angilly, Mill River CC
Mike Decker, Clinton CC
Skip Deubel, Tuckahoe Turf Farms
Brian Sepot, Longshore Club Park

Closest to the Pin #4
7'11" - Peter Grace, H. Smith Richardson

Closest to the Pin #7
16'4" - Jim Stafstrom, Club Car, Inc.

Longest Drive #5
Chris Mauro, Highfield CC

Longest Drive #9
Chris Mauro, Highfield CC

Longest Putt
18'8" - Skip Deubel, Tuckahoe Turf Farms

CONGRATULATIONS TO OUR NEW LIFE
MEMBERS AND OUR 2005 PIN RECIPIENTS

The following have been members of our Association for 30 years and are our new "Life Members".

Edward Consolati; Class A,
Birchwood Country Club
Eric Johnson; Class A,
Pine Valley Golf Course
Michael McDermott; Class A,
Twin Hills Country Club
James Medeiros, CGCS; Class A,
Wannamoisset Country Club
John Motycka, Class A,
Skungamaug River Golf Club
Roy Sibley; Class Commercial,
Chas. C. Hart Seed Co.
Herbert Watson; Class A,
Hartford Golf Club

Receiving 25 year pins:
William Carriere; Class Commercial,
James Carriere & Sons, Inc.
Michael Chrzanowski; Class A,
Madison Country Club
Byron Johnson, Jr.; Class Commercial,
Terre Co. of NJ
Brian Pope; Class Commercial,

Turf Products Corp.
David E. Vibber; Class A,
Ellington Ridge Country Club
Thomas Watroba; Class A,
Suffield Country Club

Receiving 20 year pins:
John Callahan; Class Commercial,
The Cardinals, Inc.
Michael Donahue; Class Commercial,
R.F. Morse & Son, Inc.
Michael Dukette, Class Commercial,
Bayer Environmental Science
Tracey Holliday; Class A,
Sterling Farms Golf Course
Kenneth Modzelesky; Class A,
Oakridge Golf Club
Ward Weischet, CGCS; Class A
New London Country Club

Receiving 15 year pins:
Paul Bednarczyk; Class Commercial,
Chas. C. Hart Seed Co.
Michael Decker; Class A,
Clinton Country Club

Frederick Diefenbach; Class C
Tumble Brook Country Club
Matthew Howland; Class Commercial,
Shawnmark Industries, Inc.
William Kamerer; Class C,
Grassmere Country Club
John LaBrie; Class A,
The Tradition at Windsor
Timothy O'Neill, CGCS; class A
Country Club of Darien
Paul Sabino; Class A,
The Farms Country Club
Joseph Stahl, III; Class Commercial,
Harrell's Turf Specialty
Greg Stent; Class A,
Wampanoag Country Club
Michael Sullivan; Class A,
E. Gaynor Brennan Municipal GC
James Wierzbicki; Class Commercial,
Harrell's Turf Specialty

Receiving 10 year pins:
Anthony Baviello, CGCS; Class A
TJB Inc.
Chris Carney; Class Commercial
Commercial Residential Irrigation
Gary DeVaux; Class A,
Topstone Golf Course
Lawrence Dodge; Class A
Oak Lane Country Club
John Kelley, Jr.; Class A,
Portland Golf Course
Christiaan Kipp; Class A
Grassy Hill Country Club
Joseph Malay; Class A,
Hopbrook Golf Course
Larry Pakkala, CGCS; Class A
Woodway Country Club
Owen Regan; Class Commercial,
A T Sales Associates, Ltd.
John Ruzsbatzky, CGCS; Class A
Country Club of Farmington

Grass Catcher

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SUPERINTENDENTS

New Members

Kenneth J. Ainsworth; Class C
Indian Hill Country Club

Edward Downing;
Class Commercial
A. A. Will Materials Corp.

Tim Gerzabek; Class C
New London Country Club

Eric Hulland; Class B
Troon Golf Lake of Isles

Scott Neumann; Class B
Fairview Farms Golf Course

Timothy Olmstead; Class C
Stonington Country Club

Matthew J. Quinn; Class C
Indian Hill Country Club

Brandon R. Schick; Class A
Golf Club of Avon

James E. Weiland, Jr.; Class A
Shorehaven Golf Club

John L. Williams;
Class Commercial
Total Tree Care, Inc.

Congratulations

To Sean & Katerina Jordan on the birth of their son, Vincent Aristides, born on September 20th weighing in at 9lbs. 5oz.

Sean is the former Superintendent at

Cedar Ridge GC and Katrina is the former lab assistant to Dr's. Jackson and Mitowski at URI. Katrina is now teaching at the University of Guelph.

Condolences

Condolences to the family of John Garcia on the passing of his grandmother.

To Henry and Judith Suchinski on the passing of their daughter

Well Wishes

Get well wishes to Fred Bashand on his hip replacement.

Walter Lowell, PGA Pro and former golf Course Superintendent at Canton GC is doing well in recovery from a abdominal aneurysm and is at Governors House for rehabilitation. The address is 36 Firetown Road, Simsbury, CT 06070.

Note

Advertising Rate Schedule is available for 2006. Please contact Mary Jo Kennedy by phone at 888/561-7778 or by e-mail cagcs@sbcglobal.net

Calendar

January 10, 2006 - CAGCS Winter Seminar Hawthorne Inn. www.cagcs.com

January 31-February 2, 2006 - New England Grows, The New Boston

Convention & Exhibition Center
www.negrows.com

February 6-11, 2006 - Golf Industry Show, Georgia World Congress Center, Atlanta Georgia. www.golfindustryshow.com

March 6-9 2006 - New England Regional Turf Conference
www.nertf.org or www.turfshow.com

2005 Northeast News Update

By David Oatis, Director
Northeast Region Green Section
November 18, 2005

Goodbye to 2005! Few, if any, superintendents in the Northeast are sorry to put the 2005 season to bed. It was a rough one in which just about every weather extreme was experienced. For much of the summer, the high temperatures made it feel like the equator had shifted 500 miles north! 2005 was characterized by winter damage, a cold spring, extreme drought then heavy rain, extraordinary disease pressure, etc. More heavy rain occurred late in the year, this time with enough volume to produce tremendous flooding. Oh, and did I mention the mild fall temperatures that have not allowed the turf to harden off properly yet? Is more winter damage in our future?

Lessons Learned:

So what can be learned from such a difficult year? Unfortunately, there were plenty of hard lessons.

- In terms of water management, hope for the best, but plan for the worst. If there is

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any question as to whether your course might need additional drainage work, it does. The ability to get rid of water when you have too much is essential to growing good turf on a consistent basis. Irrigation is important, but too much water usually causes more problems than not having enough.

- In tough years like 2005, the ramifications of every decision are magnified. Call it right, and the turf manager looks very sharp. Call it wrong, (try to eke out a couple of extra days between fungicide applications or double cut and roll one too many times) and the superintendent can look very bad. No one makes the right calls all the time, but managing on the conservative side during tough stretches of weather only makes good sense.

- This was a year to reduce mowing and rolling frequency early on, raise cutting heights, and reduce stress every way possible.

- This was a year to syringe greens lightly (very) and frequently (very)! It is boring and tedious, but keeping a close eye on the hose crew, making sure they didn't put out too much water, meant the difference between success and failure for many superintendents.

It is always important to manage pesticide usage as carefully as possible. A friend once told me that the most important thing a superintendent can learn is "how NOT to water." I thought it was a profound idea and would also add "how NOT to spray". Disease pressure was so high this year that most courses exceeded their pesticide budgets. However, remember that most of today's pesticides are very selective in what they control and in what they do not control.

The potential for resistance problems has never been higher, so using the tools we have available as judiciously as possible, and with sound rotation, is extremely important. The documented case of *Hyperodes* weevil resistance to the pyrethroids class of insecticides is of particular concern. Whether it will become a widespread problem is up for debate, but the point is, excessive use of one class or failing to rotate pesticide classes can render many of our best materials useless in short order. Spray when you have to, not when you don't, and be sure to use them wisely.

A final word on trees:

The shortest day of the year, December 21, is just a month away. Sun angles are very different now compared with mid summer, so take note as to which trees affect light penetration to critical turf areas. Sunlight now helps plants to harden properly and reduces frost problems. A lack of winter light can increase the chances of winter injury. Even turf in reasonable growing environments experienced problems this

year, and this is just another example of how important growing environments are. Maximize light penetration throughout the entire year to give your turf the best chance of performing well. The better the environment, the better the turf will perform!

The conference season is here and there is plenty of useful information to be picked up, but don't forget to take time off and let the batteries recharge. With projects, that can be difficult to do, but as a wise friend once reminded me, "no one on their death bed ever regretted not spending more time at work!" Have a great Thanksgiving and don't hesitate to call if we can be of service.



The Board of Directors of CAGCS would like to wish all members and their families a happy, healthy and safe holiday season!



Pictured is the antique spreader that was in the Spring issue of the Clippings. Although not a mower, Jim Ricci of the Reel Mower Preservation Museum in Haydenville MA agreed to give it a home. Joe Kocet, superintendent at Newtown CC was responsible for saving this piece of history. Thank you Joe. This winter when you are cleaning out your "junk" if you come across any relics of historical value please consider a donation to the Museum. Jim can be reached at jricci@reellawnmower.com or 30 North Farms Rd. Haydenville, MA 01039-9724. Phone 413/268-7863.



Pictured is Heide Mizak, turf student at UCONN using the sod cutter that CAGCS helped the Turf Group acquire. Steve Racliffe and Karl Guillard, along with other staff members and students, want to thank CAGCS and all other contributors to their Research Program.

SUPERINTENDENTS IMPROVE THE GAME BY SHARING THEIR KNOWLEDGE AND EXPERIENCE WITH ASSISTANTS

By Peter Gorman, Assistant Golf Course Superintendent, Blackhall Club

Over the past few decades the demand for superior playing conditions has driven the movement for increased professional development in the golf course management industry. The skills required to be a successful superintendent have expanded from understanding basic agronomic principles to include personnel management, communication, computer skills, politics, and public relations to name just a few. Many clubs are looking for a well rounded superintendent who has developed a basic understanding in all of these areas, and excels in one or more depending on the specific needs of the club.

Most employers are looking for candidates who fulfill minimum requirements of formal education and well rounded work experience. In most cases the educational background takes a back seat to the golf clubs where the candidate has gained his or her experience, especially when considering assistant superintendents. But what is it that makes the experience gained as an assistant at one club more valuable than similar experience gained at another?

The answer is the superintendent. One of the most rewarding aspects of the golf course superintendent's job is the role of being a mentor to the assistant. There is a special relationship that exists between a mentor and an apprentice that often develops into a lifelong friendship based on mutual respect and admiration. The assistant often enters the profession with a basic understanding of agronomic principles, little if any management experience and a surplus of raw ambition. It is the superintendent who harnesses this ambition, guides the assistant through decision making processes, and allows him/her to learn from successes and failures. These successes and failures will become the experience that will guide them as they develop their own programs and make critical management decisions throughout their career as a golf course superintendent.

The mentoring process begins with providing a good example for others to follow. Conducting business in a professional manner and displaying effective leadership and communication skills will establish standards that the assistants will be expected to meet or exceed. This applies to personnel management/development, interaction with staff and club members, personal appearance, and participation

in professional and community organizations. A good assistant will not only emulate a positive example, but will realize the importance of setting a similar example for the rest of the staff to follow.

Fostering ambition and encouraging development are also important values that superintendents pass on to their assistants. Positive reinforcement for successful completion of special projects or continued excellence in routine operations will encourage individuals to look for opportunities to improve their performance in all aspects of their job. Dedication to this concept will result in improved performance throughout the maintenance department and the benefits will be expressed in superior conditions on the golf course.

Perhaps the most difficult aspect of mentoring involves regular examination of performance and development. Annual reviews can be effective to a certain extent, but a more efficient approach involves frequent conversations regarding the assistant's leadership, execution and completion of instructions, initiative, and completion of goals. These discussions must be conducted in a very candid manner that will provide the opportunity to identify strengths and weaknesses that will ultimately challenge the assistant to take responsibility for his/her own professional development.

The role of the superintendent as a mentor has not only enhanced the golf course management industry, but has improved the game of golf itself. In a game that is full of history and tradition, we should take a moment to recognize one of the most important traditions started at St. Andrews, as the earliest maintenance techniques were passed from Allan Robertson to Old Tom Morris and then to Donald Ross. This tradition has continued through the years and serves as the foundation for the growth of the game that is enjoyed by millions of golfers today.

CAGCS has conducted a survey of its Class A and SM members regarding the role of the superintendent as a mentor and the skills they felt were important for assistants to develop as they prepare to become golf course superintendents. The superintendents that participated in the survey ranged from 1 to 31 years experience. Half of the responses came from superintendents with at least 20 years experience and the other half had been superintendents less than 5 years. The responses also represented a wide variety of maintenance operations including some of the most prestigious private clubs in the state as well as daily fee and municipal courses with limited resources. The survey asked our members to provide their opinion on a variety of topics related to professional development and mentoring. The questions

are listed below followed by the most common responses in descending order.

As a superintendent, what do you think makes one assistant superintendent position better than another with respect to career development and advancement?

- Responsibility/Exposure to all aspects of golf course management
- Reputation of the golf club
- Learning experience (both large and small budget)
- Superintendent's philosophy toward mentoring

What do you do to attract quality candidates to interview for your assistant superintendent position?

- Offer excellent learning experience
- Develop a good reputation as a mentor
- Salary
- Offer honest description of the position so candidate can develop realistic expectations

What qualities and experience are you looking for when considering a candidate for your assistant position?

- Technical experience - chemicals, irrigation
- Education
- Leadership
- Previous employment - stability
- Preparation of resume/cover letter

What topics do you focus on during an interview, and what type of information are you looking for in the candidate's answers?

- Attitude (by far the most common response)
- Technical knowledge
- Communication skills
- Loyalty/honesty
- Understanding the game of golf and the industry

What skills should an assistant superintendent focus on when preparing for a career as a golf course superintendent?

- Communication
- Agronomic principles
- Personnel management
- Club politics/membership relations
- Organization and planning
- Golf

What should assistants do to make themselves more attractive as a candidate when applying for a superintendent position (i.e. resume, interview/presentation preparation)?

- Highlight work ethic and attitude
- Develop an honest, well rounded resume based on solid work experience
- Professional appearance/presentation
- Never promise anything you cannot deliver

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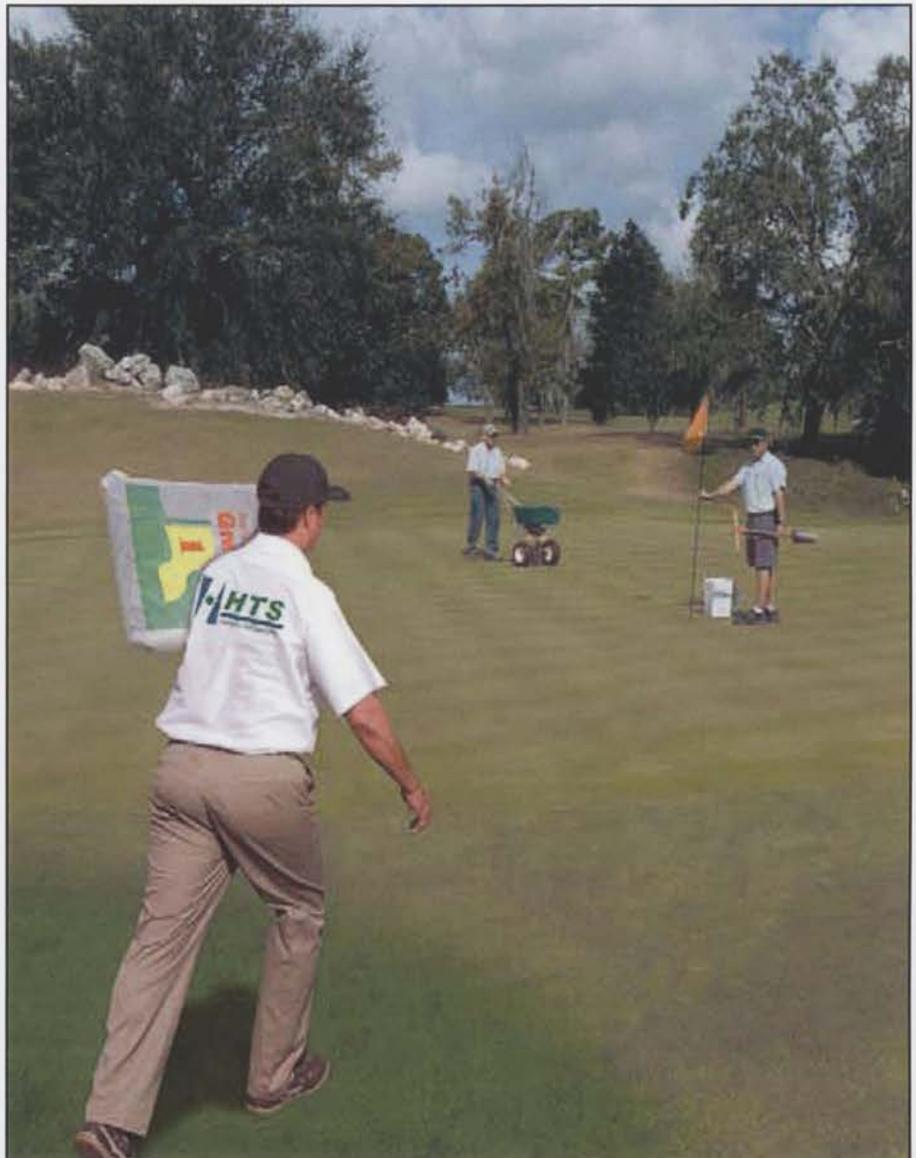
University of Massachusetts Extension announces the availability of its ever popular Garden Calendar for 2006. The theme for the 2006 UMass Garden Calendar is Garden Images.

Like many of you, we Extension Educators love plants and love taking pictures of plants, having constantly used plant photos in most of our educational efforts. We firmly believe that "a picture says a thousand words" and that it is easier and more enjoyable for people to understand when pictures accompany words. However, we are not only horticultural professionals, but also passionate gardeners with combined gardening experience of over 180 years. So, in a shift from our usual themes, we thought we would show you some of our favorite garden images. Each image is accompanied by a brief description to help understand what plants or garden features excite us. Information on garden pests and management strategies are also included in the daily gardening tips, always a feature of the UMass Garden Calendar. For more details, go to www.umassgardencalendar.org.

As always, each month features

- * An inspiring garden image.
- * Daily gardening tips for Northeast growing conditions, such as when to plant peas and how to manage grubs.
- * Daily sunrise and sunset times.
- * Phases of the moon.
- * 2006 regional Flower Show dates.
- * Plenty of room for notes.
- * Low gloss paper for easy writing.

To order send \$11.00, payable to UMass, to UMass Outreach Bookstore, Draper Hall, 40 Campus Center Way, Amherst, MA 01003-9244. Bulk orders of 10-50 copies are available at \$7.00 each, while orders of more than 50 copies cost \$6.00 each plus shipping and handling. For an order form and chart of shipping charges, or to order online, go to www.umassgardencalendar.org



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Keith Angilly, President

The President's Message

thank Wayne Urban for his excellent leadership during the last two years. Special acknowledgement is due to John Motycka and Jud Smith for their many years of service to our Association. Finally, I would like to welcome new Board members Bruce Morse, Don Beck and Tim Quirk. They have graciously stepped forward to serve and I am looking forward to working with them.

pesticide license, which took all of thirty seconds.

I sincerely hope that each and every member and their family has a happy and safe holiday season and I look forward to seeing everyone at the Winter Seminar!

Good luck,
Keith Angilly

It is an honor and a privilege to be writing my first President's message. Serving on the Board of our fine Association has been very rewarding and I am looking forward to a productive year. I would like to

I hope to use this space to bring forward issues affecting our profession. Of immediate importance to some of our members is the upcoming deadline for completion of the requirements for Class A recognition by the GCSAA. Those of us in the three year renewal cycle have until July 1, 2006 to complete the requirements. If you have been doing what most superintendents do on a normal basis, i.e. take a seminar or two a year, attend meetings and maybe go out to the Golf Industry Show, you will probably have completed most of the requirements. While it is not necessary to document your progress online, it is certainly very easy. Those of you who are internet challenged should seek out one of your neighbors who has access to the internet. When I finally sat down to figure this all out, I was pleasantly surprised to find out that I already met the requirements and all that was left was to prove I had

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