

THE GREENERSIDE

Official Publication of the Golf Course Superintendents Association of New Jersey

Decisions, decisions . . . one of the GOLF COURSE SUPERINTENDENT'S toughest jobs

by Ken Krausz, CGCS

Sunday morning, 5:00 a.m. and Hurricane Bertha, actually it is now a tropical storm, has just left the area. The storm has dumped 3.5 inches of rain in the past 24 hours and included high winds, but now the sun is about to rise, and there are an untold number of decisions to be made. Some in the next couple of minutes, some by 6:00 a.m. when play begins and some as far away as dawn Monday morning.

Superintendents constantly have to make decisions; some decisions require split second timing and some can be studied to death, with all variations in between. If the irrigation system springs a leak, you better be prepared to shut it off in a timely fashion. If someone requires medical attention, you better have a plan in place. These are the situations that require immediate action. You better not prepare your budget with the same thought process, or you probably will have more of those irrigation breaks.

You will find that a superintendent's ability goes along with his/her ability to make decisions on a daily basis, in a timely fashion and only when that decision must be made by the superintendent. That's right, not every decision has to be made by the superintendent. It is the mark of a good superintendent that he or she lets others make decisions at the lowest appropriate level.

A decision is a conscious choice of action in response to a problem, based on a given set of circumstances. To make a decision requires making a choice with a real world scenario. There are two basic types of decisions: a) programmed and b) non-programmed.

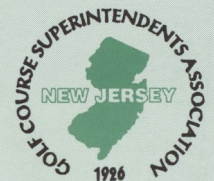
A programmed decision is one which you expect to make on a regular basis. These are the routine decisions that are the bread and butter of your operation. You will have to cut certain areas of the course at pre-determined heights and intervals, according to season and club standards. Your equipment should be serviced at regular intervals. These are standard things and should not require split-second decisions by the superintendent.

This frees up your mind for the non-programmed, or exceptional, decisions which will require the whole of your decision-making time and talents. These kinds of decisions usually have a



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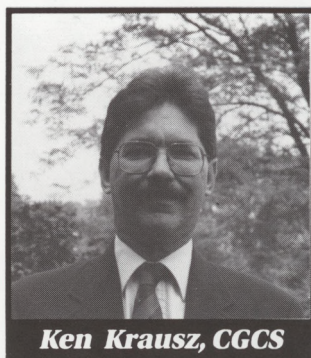
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EDITORIAL



Ken Krausz, CGCS

Wishing for the perfect weather

by Ken Krausz, CGCS

Welcome to the spring. Well, hopefully so. This issue should be in your hands by March 20th, and if all goes right, the temperatures will be warming

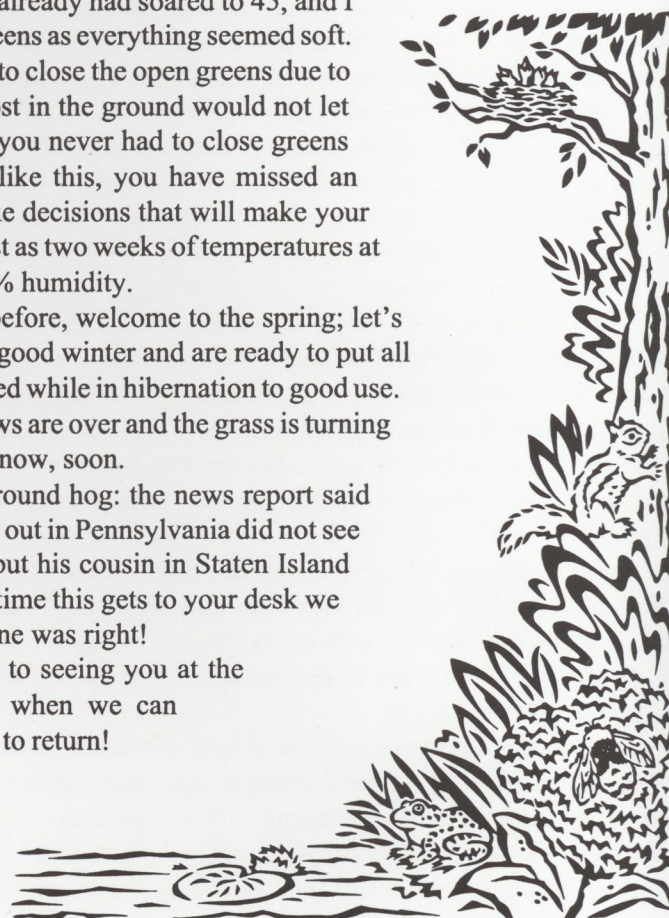
up and you will be able to start your spring programs. I am writing this on Sunday, February 2nd, Ground Hog Day (more on that later), and it is 50 degrees outside. Preparations are underway to leave for the National in Las Vegas this week. I had over 100 golfers out yesterday and will pass that mark today. As I have always said, the golfers pay my rent, but with the wet and mild winter we have had so far, it has been a trying winter.

Being open all year poses some unique challenges. We started off yesterday with nine regulation greens and nine temporary greens. It was cold and wet last week and the greens were frozen in the morning; at 11:30 the mercury already had soared to 45, and I had to check the greens as everything seemed soft. By 1:00 p.m. I had to close the open greens due to the fact that the frost in the ground would not let the water drain. If you never had to close greens due to conditions like this, you have missed an opportunity to make decisions that will make your hair turn gray as fast as two weeks of temperatures at 95 degrees and 95% humidity.

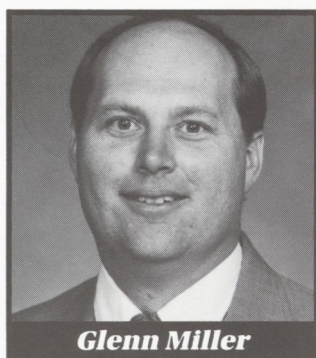
So like I said before, welcome to the spring; let's hope you all had a good winter and are ready to put all that you have learned while in hibernation to good use. Hopefully, the snows are over and the grass is turning green again, if not now, soon.

Back to that ground hog: the news report said that the ground hog out in Pennsylvania did not see his shadow today but his cousin in Staten Island did. I guess by the time this gets to your desk we will know which one was right!

I look forward to seeing you at the monthly meetings when we can wish for the winter to return!



PRESIDENT'S MESSAGE



Glenn Miller

FIELD DAY

As everyone knows, Field Day has been canceled. Wow, I feel like Santa Claus when he had to cancel Christmas until Rudolph came along and saved the day. So if anyone out there is hiding a Rudolph in the maintenance building, please step forward!

Seriously though, Field Day has been an important part of this association for many, many years. It wasn't an easy decision to cancel an event that has been around some 20 years, but over the last six years or more, the question the Board has faced was not whether to end Field Day, but when and for how long. The Board will decide whether or not to reinstitute Field Day at some other time. Right now, my concern and the concern of the Board is how to offset the lack of Field Day revenue and the rising costs of operating this association.

That is why a motion was made at the annual meeting in November to raise membership dues by twenty-five dollars. This motion has been tabled at the request of the membership and a few Board members until we can determine whether there are other ways of generating revenue or, if not, when and how a dues increase should be structured. The reason I bring up this issue now, three months after the annual meeting, is to inform the membership that the Board is in the process of planning new ways of generating revenue.

Our Field Day Committee is now the Special Events Committee. The committee chairman is Joe Kennedy. Joe's committee will be working along with the Education and Golf Committees to find ways to offset the rising costs of running this association. But this is not just a time for Board members to work hard. When I said "we" need to look for other ways to generate income, the "we" is meant to apply to all members.

Although I am pleased to announce that a number of members have recently stepped forward and volunteered to serve on various committees, we still have room for more. If you are interested in sitting on a committee, please call me or any other Board member.

Glenn H. Miller

Calendar

- | | |
|------------------|---|
| April 29 | April Monthly Meeting , Gallo-way National G.C. Host: Eric Cadenelli. Contact Judy Policastro, (201) 379-1100. |
| July 24 | July Monthly Meeting , Great Gorge C.C. Host: David Brubaker. Contact Judy Policastro, (201) 379-1100. |
| August | District Meeting to be announced. |
| October 9 | GCSANJ Championship , Alpine C.C. Host: Stephen Finamore. Contact Judy Policastro, (201) 379-1100. |
| November | GCSANJ Annual Meeting , Hollywood G.C. Host: Jan Kasyjanski. Contact Judy Policastro, (201) 379-1100. |

Decisions, decisions

Continued from page 1

broad impact on your operation. They include such things as budget preparation and presentation, recommendations for capitol purchases and scheduling of unique projects such as a bunker renovation project.

Remember, decisions are a means to an end and not an end unto themselves. Some people get so caught up in the glory of the mechanics of decision making that they never get around to actually making the decision. If this is you, another decision will probably have to be made soon—how to prepare your resume.



GCSANJ NEWS

YOU CAN'T HIDE

by Sky Bergen

Among the celebrities sighted at the recent Expo in Atlantic City were three elder statesmen of the GCSANJ.

Floyd Staats, superintendent at Harkers Hollow for many years, retired and then worked at Fiddlers Elbow as a part-timer in summer. Floyd said he retired for good when **Dave McGhee** wouldn't listen to him any more. Floyd's distinctive laugh can still be heard and recognized for miles.

Jim O'Gibney, globe trotter, diplomat and raconteur. Jim served over the years as head man at Fort Monmouth GC, Navesink CC, Bamm Hollow CC, Deal GC and Tara Greens.

And last, but not least, **Dr. Paul Sartoretto**, life member. Dr. Paul still consults for Cleary Co. and is a familiar figure at most trade shows. He is a past president of the New Jersey Turfgrass Association.

Best wishes to all three, and don't stop now, gentlemen.

Michael Gesmundo AF
Bruedan Corp., Dist. 1

William J. Greene C
Old York CC, Dist. 4

Sean Klotzbach C
Metuchen Golf and CC, Dist. 3

Jim Mandis AF
Phila. Turf Co. - Toro, Dist. 4

Stephen D. McNamara AF
The Dawson Corp., Dist. 4

Continued on page 5

NEW MEMBERS AND MEMBERSHIP CHANGES

The Greenside welcomes the following new members and notes some recent membership category changes:

New Members -

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Michael Pastori AF
Storr Tractor Co., Dist. 2

Todd W. Raisch C
Ridgewood CC, Dist. 1

Fred Rapp AF
Storr Tractor Co., Dist. 2

Peter Wright D
Dept. of Parks and
Recreation, Dist. 2

Membership Category Changes -

Joseph Antonioli B to A
Blair Academy GC, Dist. 2

Gary F. Arlio B to A
North Jersey CC, Dist. 1

Scott Binkley D to C
Forge Pond GC, Dist. 4

Charles H. Cross A to AF
Classic Golf Inc., Dist. 2

Robert M. Donofrio B to A
Shadow Lake GC, Dist. 3

Willian Engler B to A
Pinch Brook GC, Dist. 2

James Gurzler B to A
River Vale CC

Michael King B to A
Suneagles GC at Ft. Monmouth

Richard Lane B to A
Hackensack GC, Dist. 1

Kenneth W. Mathis B to A
Leisure Village East GC, Dist. 3

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Robert Mlynarski
Copper Hill CC

B to A

Antonio Mosca
Retire - Summit Municipal GC, Dist. 2

B to Life

Peter L. Pedrazzi
Grass Roots Inc., Dist. 2

C to Life

Stan Stevenson

Cancel

Eugene Stiles
Woodlake CC

C to B

Landscape Management magazine has published its 1996 listing of the top 25 golf courses in North America; each course is maintained by a member of GCSAA. Two of the courses are maintained by members of the Golf Course Superintendents Association of New Jersey. They are Fairmont Country Club with District Director **Vince Bracken** at the helm and Pine Valley Golf Club with **Richard Christian** in charge.

Criteria for being listed included quality of customer service and visibility within the industry as measured by participation and contributions to professional organizations. The awards, published last fall, recognized 100 of the best "green industry" organizations in North America. In addition to the 25 golf courses, other winners were selected in the categories of landscape and lawn care companies and grounds facilities. The magazine's experienced editorial staff, with input from industry experts, chose the winners.

"We at *Landscape Management* magazine feel the GCSAA members should be proud to be selected to the list that we feel upholds the high standards of professionalism in the green industry," said Editor-in-Chief Jerry Roche.

Landscape Management magazine, "The Voice of the Green Industry," began publication as a monthly business magazine in 1962, and continues to provide timely and practical information for more than 50,000 professional turf and landscape companies and managers in America.

Congratulations to Vince Bracken and Richard Christian from all the members of GCSANJ.

DAVID GEYER, CGCS, GREATE BAY RESORT & COUNTRY CLUB AND SHOPRITE LPGA CLASSIC NEED YOUR HELP

The "ShopRite LPGA Classic" is one of New Jersey's premier sporting events. The ladies are playing for a purse of \$900,000 this year, making this one of the largest purses on the LPGA Tour. The Classic will take place on June 23-29, 1997, at Greate Bay Resort & Country Club in Somers Point, New Jersey. Greate Bay is the home of David Geyer, CGCS.

The Classic is looking for volunteers to assist their staff in "course operations." They need volunteers who are willing to help on Sunday, June 15, with roping and staking, putting up signs, etc. They will also need help with dismantling the same

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Continued from page 6

on Sunday and Monday, June 29 & 30.

GCSANJ is working on getting a crew together to show support for one of our own. You should receive more information on this soon. In the meantime, circle this week on your calendar and come out and support David if you can!

GCSANJ CLUB RELATIONS COMMITTEE WORKING FOR YOU !

The Club Relations Committee works in two ways:

First, the committee provides a professional avenue for the golf course superintendent who feels he or she needs extra

support. You may have a problem on the course that only you see and can not figure out or a problem that your club members perceive (real or imagined). We are able, ready and willing to come to your course to meet with you alone or with your governing body to see if we can help to define and resolve that problem.

Second, if you are a golf course without a superintendent and would like professional guidance and suggestions in successfully searching for your superintendent, the committee would be happy to meet with you. We can help you to figure out a competitive package in terms of professional qualifications, salary guidelines, budget realities , etc.

The GCSANJ Club Relations Committee is here for you!

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NEW ! Greens King V

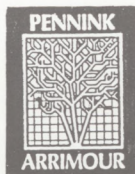


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If we can help *in any way*, please do not hesitate to contact association headquarters; Pat Campbell, Club Relations Chairperson; or any GCSANJ officer.

DISTRICT DIRECTOR PROFILES

RONALD W. LUPKE DISTRICT III

Ron Lupke has been superintendent at Hominy Hill Golf Course since 1987. He also served as the assistant superintendent there for two-and-one-half years before becoming superintendent. If you were to add those years up you would realize that Ron worked for Dave Pease for the past twelve years. "No comment" is the only way to describe that!

Ron also worked as assistant superintendent at Navesink

C.C. under both Angelo Petragila and Larry Dodge. His first golf course job was part of a college work study program at Philmont C.C. in 1983 and 1984 while attending Delaware Valley College.

Working on his uncle's dairy farm at age 12 is where Ron developed his love for agriculture.

Speaking of love, Ron met his wife, Karen Plumley, at the New Jersey Turf Expo in 1990. Shaun "the matchmaker" Barry introduced them.

Hominy Hill is consistently ranked as one of the top 25 public golf courses in the country by *Golf Digest*. In 1986, Hominy Hill received the NJTA Recognition Award and has been host to many tournaments and championships throughout the years.

As part of Ron's work as a district director, he is the chairperson of the 1997 Survey Committee.

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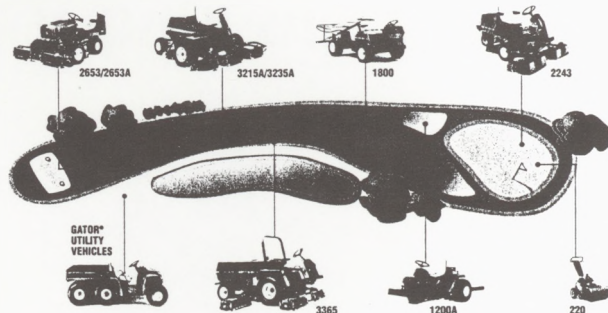


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ED MELLOR DISTRICT III

As a New Jersey native, Ed Mellor got his first taste of golf course maintenance working for Charlie Dey at Springdale Golf Club back in 1982 while attending Delaware Valley College. After receiving his Bachelor of Science in Agronomy with a minor in Business Administration, Ed landed a job as assistant superintendent at Howell Park Golf Course. He stayed with the Monmouth County Park System for five years until the superintendent position at nearby Jumping Brook Country Club was offered to him in 1991.

At the same time Ed accepted the position at Jumping Brook he married Jennifer. They left Farmingdale and bought a house in Little Silver where they now live with their two daughters, Mary, age two, and Sarah, who was born in December.

Last year Ed was elected as District III Director, filling Fran Owsik's post. He chairs positions in Public Relations and Merchandise and is desperately seeking volunteers to help with these two committees. If you would like to help get our message or our merchandise out, please contact Ed Mellor.

GARY ARLIO DISTRICT I

Gary Arlio was voted in as a District I Director to fill the vacant spot left by Joe Kennedy when Joe was elected secretary of GCSANJ. He has been golf course superintendent at North Jersey Country Club, Wayne, since February 1993. Previously he was assistant superintendent at Connecticut Golf Club in Easton, Connecticut. Gary earned a bachelor's degree in pre-law and finance from Widener University in Chester, Pennsylvania. He has also successfully completed the two-year short course at Rutgers's Cook College.

In addition to being a member of GCSANJ, Gary is also a member of the Metropolitan GCSA and GCSAA. His hobbies include golfing and softball.

Gary is the chairperson of the Scholarship and Research Committee for 1997.

LEARNING FROM THE PAST

by Shaun Barry

In November 1996, I was fortunate enough to speak with

a wonderful character (his description) by the name of Mort Olman. Mort is one of the few people who really is an expert on true golf antiques. If it is art, balls, clubs or accessories, he knows the value of the piece. Well, anything pre-1900. Newer items are of no interest.

He has written several books on the subject, and my interest got me to pick up the phone. He answered on the second ring. About an hour later he was faxing me a copy of an old receipt that had just been found in Scotland. It was part of The Thistle Collection. In it were scorecards, receipts and the earliest known record of a system of handicapping. What I was interested in, though, was a simple receipt. It was handwritten on a plain piece of paper. It is not impressive, but it also is the oldest one of its kind that we know exists.

Although our technology does not allow us to reproduce

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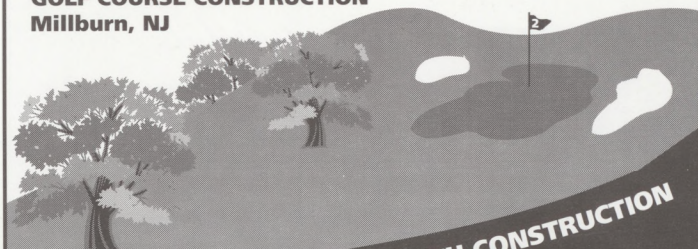
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GCSANJ NEWS

Continued from page 9
the original receipt it reads:

Leith 2 May 1822

Received from The Thistle Golf Club the sum of one guinea being in payment of annual allowance to me for keeping the links in order.

Wm. Ballantyne

I called Scotland to find out what one guinea was worth. It was one pound plus one shilling. Today that value is about two dollars. As was common, Mr. Ballantyne also was a feather ball maker and a club maker. Hopefully all of this added up to a good living, but I doubt it.

What conclusion do I hope you take from this? You have come a long way. Keep up the good work and remember that things could be worse.

PLEATS, PETE AND MONEY

by Doug Vogel

Golf experts have steadfastly opined that Bobby Jones could never be replaced. "The greatest golfer of all-time." "True champion." "A real gentleman." Well, the experts were proven wrong. When the publishers at Cornerstone Library decided to update the 1947 book *The Nine Bad Shots of Golf* featuring Jones, they looked to the man who knew those nine

shots very well. The swing mechanic they chose to replace the immortal Jones was **Pete Pedrazzi**. That's correct. Pete Pedrazzi of New Jersey greenkeeping fame.

Cornerstone decided that the nattily dressed Jones, handsome in his tie and pleated trousers, needed to be updated to appeal to the mod styles of the 1970's golfer. So with a 3-inch wide white belt to hold up his groovy bell bottoms, Pete Pedrazzi replaced Grand Slam Bob as the model for nine bad shots and their cures.

Pete's poster boy good looks so impressed the publishing executives that he landed his next book deal modeling for an exercise book. Always ahead of his time, Pedrazzi ushered in the era of fitness awareness that the next generation of gurus such as Jane Fonda, Richard Simmons and Cindy Crawford would lucratively capitalize on. How much did you make, Pete:—a hundred bucks?

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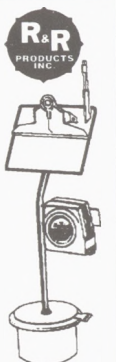
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Important notice: Laminate that new license!

As reported in the September-October 1996 edition of The Greenside, there was a problem with the ink on 1996 pesticide licenses. It was also reported that the Pesticide Control Program was aware of the problem and would rectify it for the next year. Well, the problem still exists so the article is being reprinted below.

The Pesticide Control Program (PCP) has been notified that the ink on the new licenses may rub off when it comes in contact with plastic. In an effort to provide a more durable license, the PCP had to use paper stock more dense than what was used previously. As a result, the ink did

not penetrate the paper as well. This is typical of most laserjet printed material. This was not a problem with the previous licenses because they were printed on more absorbent stock.

In order to protect your new license, please do not put it in the plastic sleeve of your wallet. *It is strongly recommended that you have your license laminated.*

The PCP apologizes for any inconvenience this may have caused. We are looking for a solution to this problem right now, and hope to provide you with a more durable license in the future.

If you have any questions, please contact the PCP at (609) 530-4070.



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GCSAA certification program celebrates 25th year

The educational process, the foundation of the Golf Course Superintendents Association of America's (GCSAA) existence, is spotlighted this fall as the organization's certification program celebrates its 25th year of operation.

Established September 1, 1971, the original nine-member Certification Committee was charged with developing a comprehensive program to promote the professionalism of golf course superintendents and make the program recognized worldwide. The Certified Golf Course Superintendent (CGCS) designation is bestowed upon completion of the project, recognizing achievement of professional excellence. As the game of golf, the golf industry and the superintendent profession has changed... so too has the certification program. To ensure the program addresses industry changes, GCSAA's Certification Committee is constantly evaluating the requirements.

"Over the years, the term CGCS has taken on worldwide

importance for superintendents and their employers," said GCSAA President Bruce R. Williams, CGCS. "It truly is a measure of professional excellence in our industry."

To begin the certification process, individuals must be currently employed as a golf course superintendent, possess superintendent experience and pursue GCSAA seminar continuing education units (CEUs). After fulfilling those requirements, the applicant has one year to complete a comprehensive six-part examination and go through the attesting process. The examination covers the areas of GCSAA knowledge; the game and the rules of golf; turfgrass management; pest control, safety and compliance; financial management; and organizational management. In addition, two certified golf course superintendents evaluate the applicant's course conditions, maintenance facility, recordkeeping and communication skills.

The popularity of the program is measured by a growing

Continued on page 13

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GCSAA certification program

Continued from page 12

number of participants, from 47 certified the first year to 144 certified in 1995. Of the 2,175 superintendents certified in the last quarter century, 1,609 are active in the profession and continue to maintain certified status through continuing education. To renew certification status, superintendents must complete a recertification program every five years. Recertification is attained by completing 100 hours of GCSAA continuing education units or successful completion of the initial certification examination.

The Certification Committee recognized superintendents certified in 1996 and those with 15-, 20- and 25-year anniversaries at the February 10th Certification Luncheon at the 68th

International Golf Course Conference and Show in Las Vegas.

Since 1926, GCSAA has been the leading professional association for the men and women who manage and maintain golf facilities in the United States and worldwide. From its headquarters in Lawrence, Kansas, the association provides education, information and representation to more than 16,700 individual members from more than 50 countries. GCSAA's mission is to serve its members, advance their profession and enrich the quality of golf and its environment.

Reprinted with permission from GCSAA News Release, October 23, 1996. (See related article on page 23)

GCSAA Affiliation Agreement completed

Past President Paul Powandra and GCSAA Chapter Delegate Wayne Remo worked hard to complete the GCSAA Affiliation Agreement. Bylaws had to be changed and forms submitted. These two representatives of

GCSANJ did an outstanding job of completing the task that was voted on at the GCSAA conference in February, 1996.

GCSANJ is among the first 12 local associations to complete the agreement in the entire country.

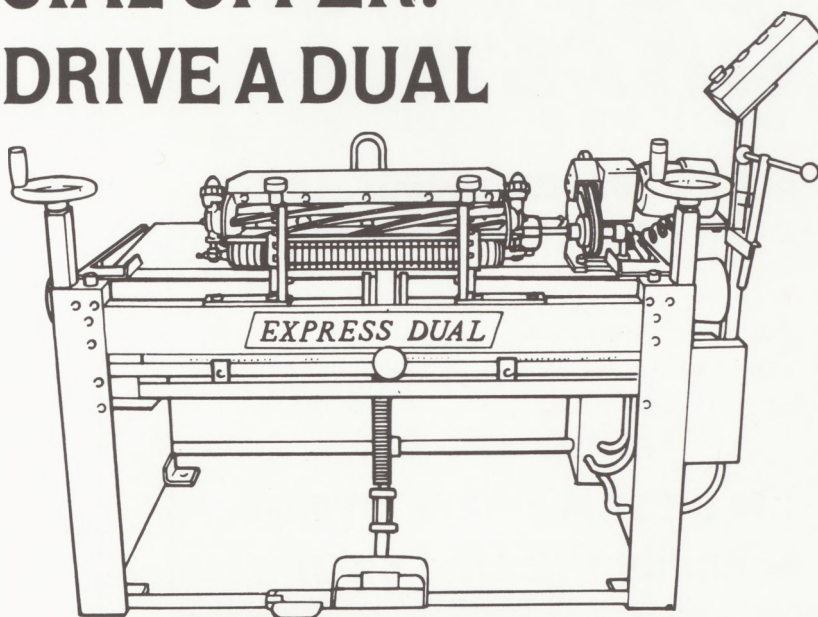
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WILLIAMS SELECTED AS PGA HONORARY DIRECTOR

Golf Course Superintendents Association of America (GCSAA) President Bruce R. Williams, CGCS, has been recognized for his accomplishments by The Professional Golfers' Association (PGA) of America.

Williams, superintendent at Bob O'Link Golf Club in Chicago, Illinois, was elected PGA honorary director at the PGA's Annual Meeting in San Diego, California, last month. Williams is respected throughout the golf industry and is a sought-after instructor and speaker for many organizations, including the PGA. He has been superintendent at Bob O'Link since 1979 when he succeeded his father, Bob, who served as GCSAA president in 1958.

"Bruce has been instrumental in forging a strong relationship between the PGA and GCSAA," said PGA Honorary

President Tom Addis. "He is a strong leader who has demonstrated a commitment to excellence in his profession and in service to the game of golf."

STUDY SHOWS IMPROVEMENT IN GOLFER ENVIRONMENTAL ATTITUDES

The majority of America's golfers believe that golf course superintendents use pesticides and fertilizers responsibly, and their general concerns about the environmental impact of golf have decreased, according to a new independent study commissioned by the Golf Course Superintendents Association of America (GCSAA).

The study, which was conducted by the National Golf Foundation (NGF) at GCSAA's request, looked at the attitudes of a demographically representative group of more than

Continued on page 15



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Continued from page 14

1,000 golfers in three key areas: environment, course conditioning and the image of the superintendent. One section of the study replicated the NGF's 1994 survey of environmental issues among golfers.


More than 80 percent of golfers surveyed believe that superintendents are environmentally responsible and that they use chemicals and water wisely. Nearly two-thirds of golfers now believe that golf courses are good for the environ-

ment—a figure up from just 55 percent less than two years ago.

"Golfers believe in the need to protect our environment. They are very confident about superintendents' abilities to manage courses in an environmentally responsible manner," said GCSAA President Bruce R. Williams, CGCS. "This study indicates attitudes are improving, and, although it's impossible to say for sure, we'd like to think that educational efforts by GCSAA, USGA and other golf associations have helped to change misperceptions among players."

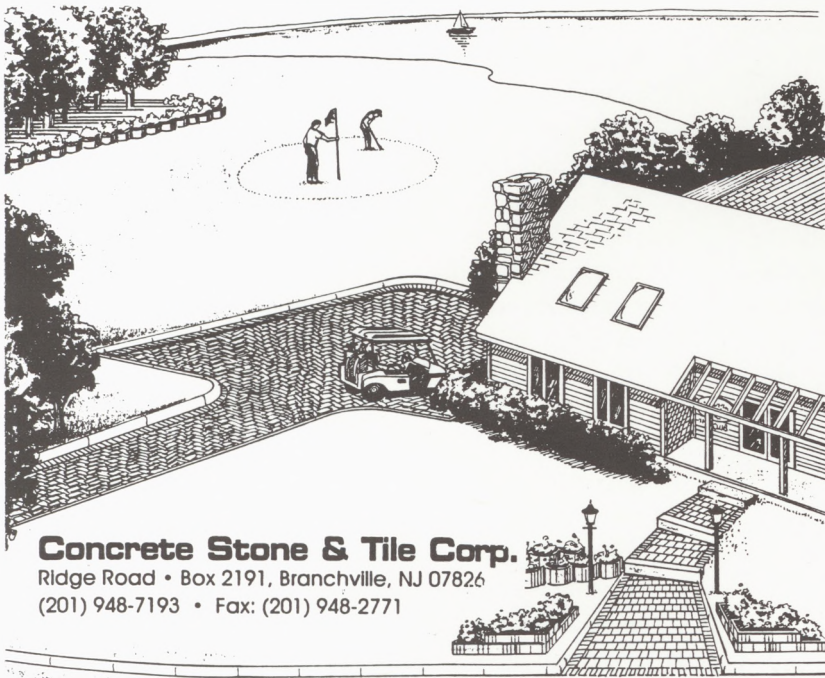
Golfers cited unrepaired ball marks as the most "bothersome" and "frequent" course conditioning problem. "It was interesting that the thing that bothers golfers most—unrepaired ball marks—is a problem they can and should fix themselves," Williams said. "The study confirms that there still aren't enough golfers who routinely repair ball marks, rake bunkers and replace or fill divots."

The results of the image section of the study will be used by GCSAA to guide its public relations programs and to create a baseline to measure the success of future golfer education efforts. "We're making a substantial investment in educational programs, including our TV show, 'Par for the Course' which airs on ESPN," said Williams. "We want to be able to track the effectiveness of our efforts to ensure we're doing the right things to raise the visibility of our members and to enhance their image within golf."



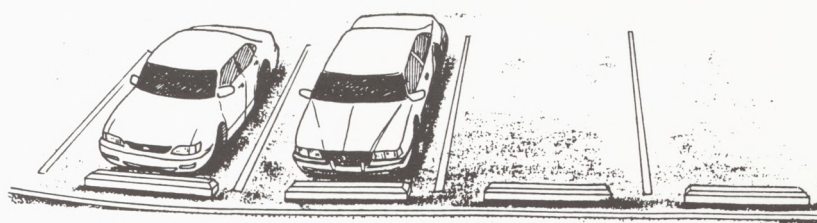
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Funding restored for the National Turfgrass Evaluation Program

The cover article of *The Greenside* July - August 1996, was about how the USDA canceled funding for the National Turfgrass Evaluation Program fiscal year 1997. The article asked that anyone concerned about this budget cut contact the USDA. I guess the pressure was put on them as I have been told that the funding has been restored, with possibly an increase. Kudos to all who responded!

Twelve tips for successful interviews

Everyone gets a little nervous before a job interview. That's natural. But you need not go in with sweaty palms if you go prepared. Below are some useful techniques that will help you present yourself as the competent professional that you are to a prospective employer.

- Schedule interviews in ascending order of appeal and importance whenever possible. Your performance in interview situations will improve with practice and evaluation, and you can use that to your advantage.
- Keep a record of details of your upcoming interviews, including the time, location, the name of the interviewer, and how to pronounce the name of the company and the person who will be interviewing you correctly. If the interview is in another city, note any travel expenses that will be met by the prospective employer. Never cancel an interview appointment unless you have a personal emergency.
- Research the operation you plan to visit. Try to find out about its history and philosophy, as well as names and titles of decision-makers you should meet.
- Make a list of questions to ask about the company, the golf course and the job itself. Interviews serve a dual purpose: While the employer learns about you, you gather information to help you decide whether this is the right job for you.
- If possible, arrange to arrive early enough to walk the course before the interview. That may make it easier to give relevant examples and demonstrate your interest in the course.
- Get used to talking about what your current job entails. Practice enough—and preferably with someone who can provide constructive criticism—so that your communication is logical and orderly.
- Anticipate general questions about your training, your reasons for choosing this profession, why you are interested in this job and so on.
- Prepare for hard questions, including why you left/lost your last job. Script a confident and truthful answer that shows you in the best possible light. It helps if you and your former employer agreed on an “exit statement”—a brief and positive description of the reason(s) for leaving your previous job. Some possible wording:
 - a change in senior management
 - abolishment of your job
 - an improper match between you and the position you were hired for
 - blocked professional growth
 - a desire for a career change
 - or a wish to relocate
- Dress professionally. Don't underdress. Men should at least wear a sports coat, tie and slacks. Women should wear a conservative dress or jacket/skirt combination. Employers assume you will never dress better than you do for an interview.
- Take several copies of your short- and long-version resumes and a separate typed list of references. For yourself, take another copy of each version of your resume, your research notes, previous correspondence and the list of questions you intend to ask. Review them all beforehand, especially your resume. The person interviewing you will, so don't put yourself in the embarrassing position of stumbling over an answer that's right there in black and white.
- Arrive a few minutes early and double-check your appearance to make sure you are neat and well-groomed. Note the names of receptionists, secretaries and assistants for your follow-up activities. Review company materials such as brochures and newsletters, and pay attention to the appearance and behavior of the people who work there. These observations will give you a sense of the organization's “culture” and important clues as to what the interviewer is looking for.
- Take a few deep breaths to help ease your nervousness. Many top athletes and successful business people say affirmation and visualization techniques work for them. Remind yourself that you are capable and qualified for the position, and picture yourself answering questions calmly, intelligently and confidently.

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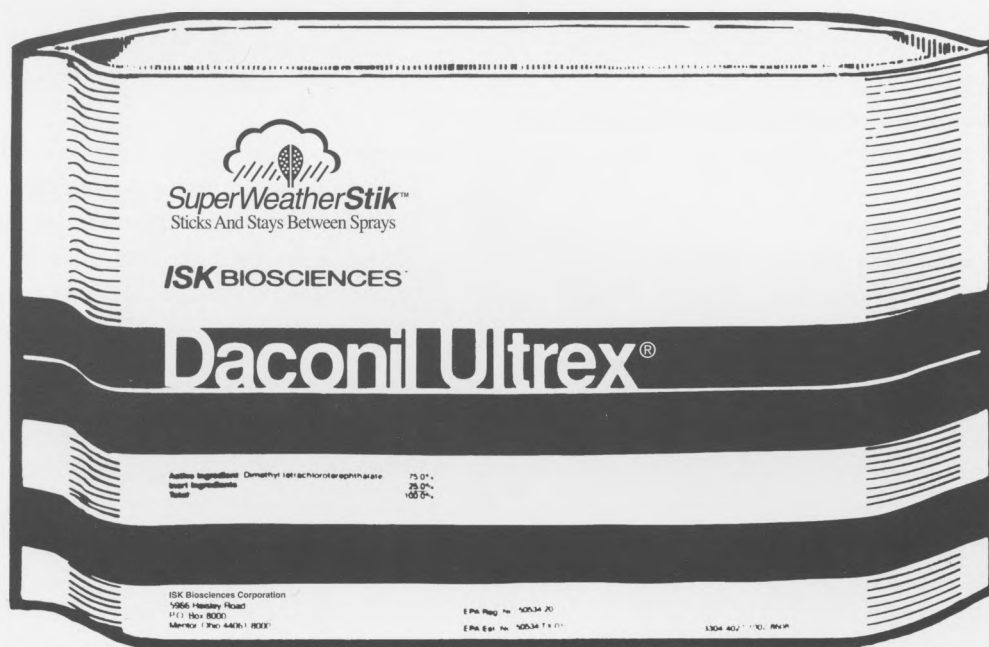
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Ten questions you may be asked

In any job interview, it's a given that you may be asked some tough questions . . . questions about your career goals, your current or previous job and your abilities as a superintendent. Sometimes it seems impossible to anticipate what you may be asked. But being prepared for the tough questions can help. Below are ten of the most commonly asked questions at job interviews. Use them as you prepare for your next interview.

Tell me about yourself.

Present your "infomercial." Keep it focused on business activities and goals, not personal information. Tailor your response to the position you are interviewing for.

What are your career goals?

Relate your answer to the job opportunity you are discussing.



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Describe your most rewarding experience.

Keep your response oriented to the current situation.

Tell me about a project that you were involved with that failed.

Be truthful. If possible, set the stage for a previous work environment that encouraged innovation and risk-taking. Don't lay blame on other people. If outside factors (such as weather) contributed to the failure, be sure to relay information about the management and control practices that you implemented to minimize damage.

Describe the ideal job for you.

Describe the job you are discussing in your own words. Be careful not to position yourself as competition for your employer's job.

What are your greatest strengths or weaknesses?

Match your strengths to the position you are discussing. Be sure to turn your negatives into positives. An example: "I am a perfectionist, but my extreme attention to detail allowed me to take the quality of my previous golf course to the next level, which put us at the No. 2 course in the state."

Tell me about your previous job experience.

Talk in specifics citing accomplishments. Be sure to give credit to your previous management structure in allowing you the resources to achieve these goals.

What do you know about our golf course operation?

Based on your preparation you should be able to "wow" them.

What are your salary requirements?

Answer this with a question: "What is your salary range for this position?" If no range exists or if the interviewer is reluctant to offer this information, use regional statistics and data. For example, say, "The average salary for a superintendent at an 18-hole golf course in this area ranges from \$ _____ to \$ _____, a range I am comfortable with."

Why should we hire you?

Frame your answer in terms of what you can accomplish for the operation. Match the benefits from your education, skills and experience to the job requirements.

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Ten tips to get the most out of your association's seminars

Take advantage of the wonderful networking and professional development opportunities awaiting you at association educational workshops and seminars. Here are ten ways you can maximize your involvement in association educational seminars:

1. Arrive early.

This gives you the information and control to make the seminar work for you. Find a comfortable seat. Arriving early gets you "in the mood" for learning and avoids the stress of rushing in.

2. Remove yourself from office pressures.

Nothing's worse than taking the office with you everywhere you go. Let the office function without you for one day. If possible, ask your assistant or co-workers to leave messages or make an appointment at a set time to check in. Perhaps you can call in during your lunch break.



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3. Bring business cards.

Attending association educational seminars gives you the edge, both intellectually and professionally. It's a great place for networking and you'll want to have business cards ready for those people with whom you'd like to keep in touch.

4. Introduce yourself to at least three people sitting near you.

You obviously have something in common with them: they are probably fellow association members, they want to learn and they chose a seat in the same vicinity you did! Break the ice and say, "hello."

5. Take notes.

It helps your comprehension to make a few notes, even on the workbook or handouts. Write down questions as they pop up so you'll remember to ask them later.

6. Participate in the discussion.

You'll remember more of the material if you participate in the discussion. If you have a suggestion that works or had a similar problem and solved it, please share that information so others can learn from your experience.

7. If you have a question or need further clarification, just ask!

Chances are if you have questions or something isn't clear, you're not the only one puzzled. This is your opportunity to get your questions answered.

8. Keep an "action items" list.

Throughout the seminar jot down ideas you can implement immediately when you return to the office. Share the ideas you've gleaned and notes with your boss and co-workers. Think about what you'll do next to reinforce what you've learned.

9. Have lunch with someone you don't know.

Take an opportunity to flesh out ideas with someone you meet at the seminar.

10. What's next?

Find out if your association provides additional resources on the same subject. Are books or tapes available for you to take home? Determine additional subjects to explore that will enhance your professional career.

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Lofts presents royalty check to USGA

Lofts Seed, Inc. presented a check for \$14,272 to James Snow, national director of the United States Golf Association. The annual donation to the USGA is based upon a royalty agreement for the release and marketing of Ram I Kentucky Bluegrass, which Lofts Seed and Jacklin Seed co-market.

Dr. Richard Hurley of Lofts Seed, Inc. said, "Working with this variety has been a real pleasure. Ram I is one of the better performing Kentucky Bluegrasses, and it has also generated revenue to help support the USGA research fund."

"This most successful Kentucky Bluegrass variety has generated royalties of \$155,000 over the past 17 years," commented Ken Budd, president of Lofts Seed. "Ram I Kentucky Bluegrass has been one of the most consistent and successful varieties in the marketplace and has performed extremely well in turfgrass mixtures on golf courses, athletic fields and lawns across the United States," added Budd.

Lofts Seed markets turfgrass seed to golf courses, sod farms, retail stores, landscapers, lawn-care operators and municipalities. The company owns patents on more than 25

seed varieties such as Rebel II, Rebel III, Turf-Type Tall Fescue, Palmer Perennial Ryegrass and Georgetown Kentucky Bluegrass.

Lofts Seed, Inc. presented a check for \$14,272 to James Snow, national director of the United States Golf Association.

Along with domestic branches and subsidiaries in Massachusetts, Pennsylvania, Maryland, Ohio, Oregon and Georgia, Lofts markets turfgrass seed internationally also. The 73-year-old company has more than 100 employees, including two full-time Ph.D.'s for extensive research and plant breeding, to improve successful new seed varieties. Golfer Arnold Palmer has been a spokesman for the company for 18 years.



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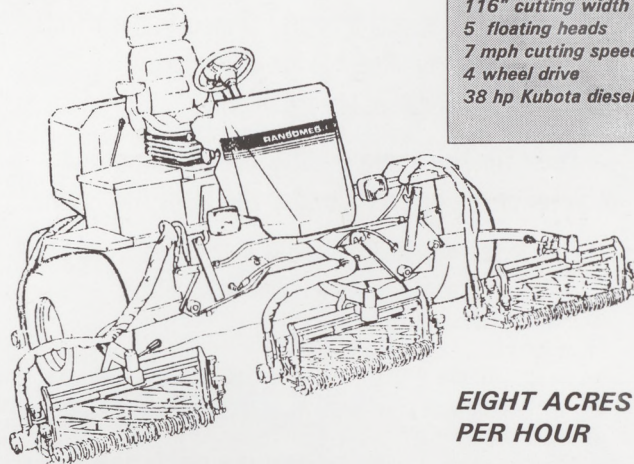
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X MARKS THE SPOT

by Ed Walsh, CGCS

ave you ever noticed how many magazines and professional associations have a family of the year award? The Met Golf Writers recognize a family in golf every year. The PGA, *Golf Magazine* and many others do the same. I was wondering the other day who would receive an award like that if the GCSANJ recognized a family's contribution to our profession.

Certainly the Pedrazzi, Rathjen and Cameron families come to mind. Pete and Skip have sons Peter Jr. and Garry in the business, while Allen Rathjen is a third generation member of the GCSANJ.

All of the above would be worthy recipients of the recognition I am talking about, but there is another family that I would put at the top of any list like this, the Carpenter's. Father Bucky is the super at Roxiticus and sons Les at Newton and Scott at Brooklake.

I have had the pleasure of playing at Roxiticus a few times over the past couples of years, and it was in great shape and maybe one of the more beautiful courses in our area. I've never seen that much bentgrass growing in environments where

Have you ever noticed how many magazines and professional associations have a family of the year award?

bentgrass isn't supposed to grow. Bucky's ability to make things work is absolutely amazing. His talents with drainage and construction are visible throughout the entire course. He wears many hats and wears all of them well.

A few years ago Pete Pedrazzi and I had the opportunity to be the team that visited Scott in conjunction with the GCSAA Certification Program. I hadn't really known Scott that well before then, but became quite impressed with the conditions we experienced. His shop, office and course were all in top shape, and his administrative skills outstanding. Scott, like his dad, would tackle almost any task with results mirroring the best professional contractors.

I hadn't had much opportunity to get to know Les until just lately. We are both utilizing the same consultant for pond management, and I've called many times to talk about his program. Well, our discussions went from ponds to the Audubon Cooperative Sanctuary Program, and I realized that he and his brother and father are untapped resources. The wealth of information I've received from these three is tremendous.

The only problem with Bucky, Les and Scott is not many of you get to know these guys. They are, by nature, sort of quiet. They come to an occasional meeting or seminar, but, other than that, their families, hobbies and jobs consume most of their time. Now, I tell you this because if they don't come to you, you should go to them. Do everything you can to get to know these three outstanding professionals. If asked, they will share any of the experiences they have had. And let me tell you, those experiences can be a big help to growing grass, construction, drainage and landscaping. As a family they have done it all and done it right.

If we ever have a "Family of the Year" award from the GCSANJ, I think you know where my vote will go.

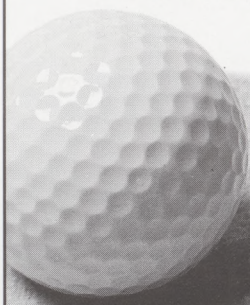
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GCSANJ'S list of certified superintendents

Many of you may not know that one of our own was on the GCSAA Certification Committee. Yes, it is true, Ed Walsh, CGCS, served on the committee in 1986 and 1987.

The following is a list of certified superintendents in GCSANJ:

Wayne Ballinger	Alan Beck	Leonard Berg
John Boyer	Richard Broome	Stephen Cadenelli
Patrick Campbell	Scott Carpenter	John Carpinelli
Edward Casteen	Matthew Ceplo	Thomas Crump
Joel Collura	Robert Dickison	Andrew Drevyanko
Stephen Finamore	Joseph Flaherty	Leonard Forlenza
David Geyer	James Gilligan	Thomas Grimic
Joseph Gunson	Robert Jackson	Joel Jacquemot
Samuel Juliano	Kenneth Krausz	RK Chip Kern
Stephen Malikowski	Robert Matthews	Timothy McAvoy

David McGhee
Wayne Remo
Gregory Vadala
Jeffrey Wetterling

John O'Keefe
Robert Ribbans
Kenneth VanFleet
Donald Zeffer

Frank Polizzi
John Schoellner
John Wantz
Thomas Zucher

There should be a CGCS designation to each name but with my typing speed I figured I could save about two hours by leaving them off. I hope I did not offend any of you!

This list was provided to me by GCSAA, and I went over the last few months of announcements to make sure I did not leave anyone out. If I did, I apologize and ask you to let me know so we can correct the oversight in the next issue of *The Greenside*.

The Editor,
CGCS















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Executive Assistant: Holly Candia - 984-3443
Outreach Coordinator: Carmen Valentin - 984-5014

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Secretary: Theresa Gerstenacker - 984-6923
Secretary: Evelyn Grant - 984-6507

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Staff:
Curtis Brown (Pesticide Use Survey) - 984-6905
Dan Russell - 984-6902
Areta Wowk - 984-6908

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Staff:
Dee Thompson - 984-6613
Test Sign-up: Geraldine Angelucci - 984-6614
Recertification: Frances Gerding - 984-6894
Product Registration: Tom Kaczoroski - 984-6901
Licensing: Joe Mennuti - 984-6601

Permits and Data Management Section

Supervisor: Sherry Driber - 984-6885
Mosquito Permits: Sherry Driber - 984-6885
Aquatic Permits: David Donnelly - 984-6993

BUREAU OF PESTICIDE COMPLIANCE

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Inspectors:
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Samir Elrashedy - 984-6927
Richard Gruenhagen - 984-6528
Alaric Iezzatti - 984-6947

Southern Enforcement Region

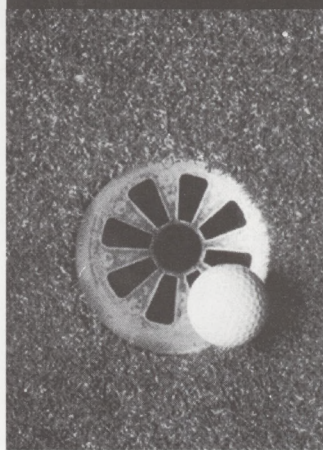
Supervisor: Robert Kosinski - 984-6513
Inspectors:
Hollie Ezze - 984-6666
Morris Kramer - 984-6930
Joseph LaBella - 984-6937
Bruce Reimbold - 984-6953

Worker Protection (WPS) Unit

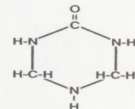
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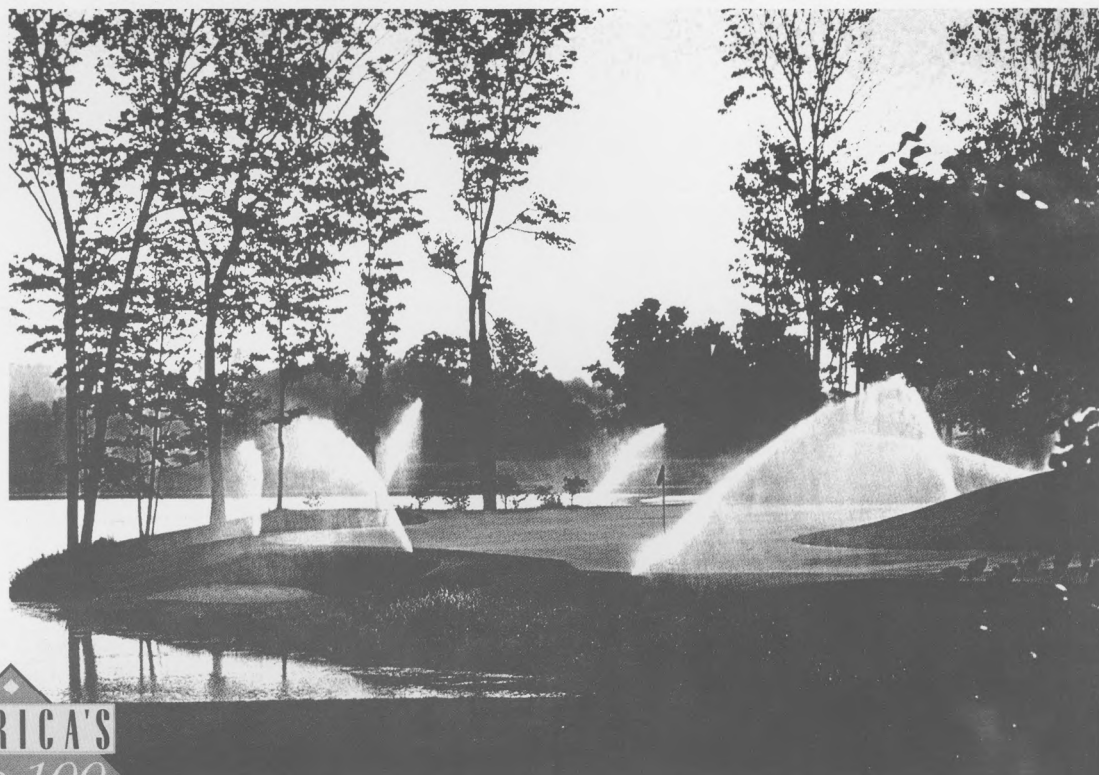
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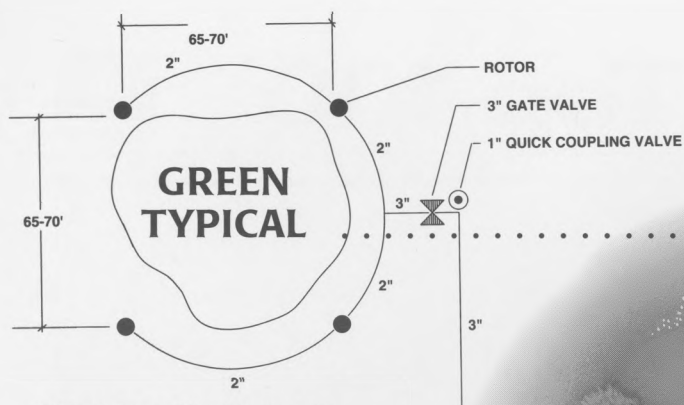
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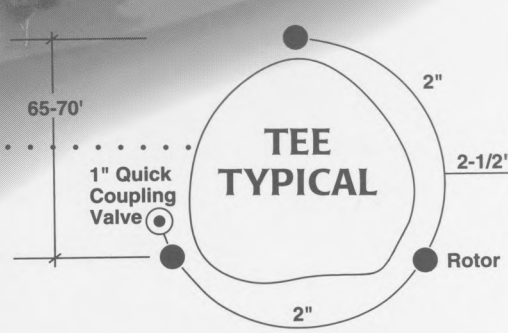
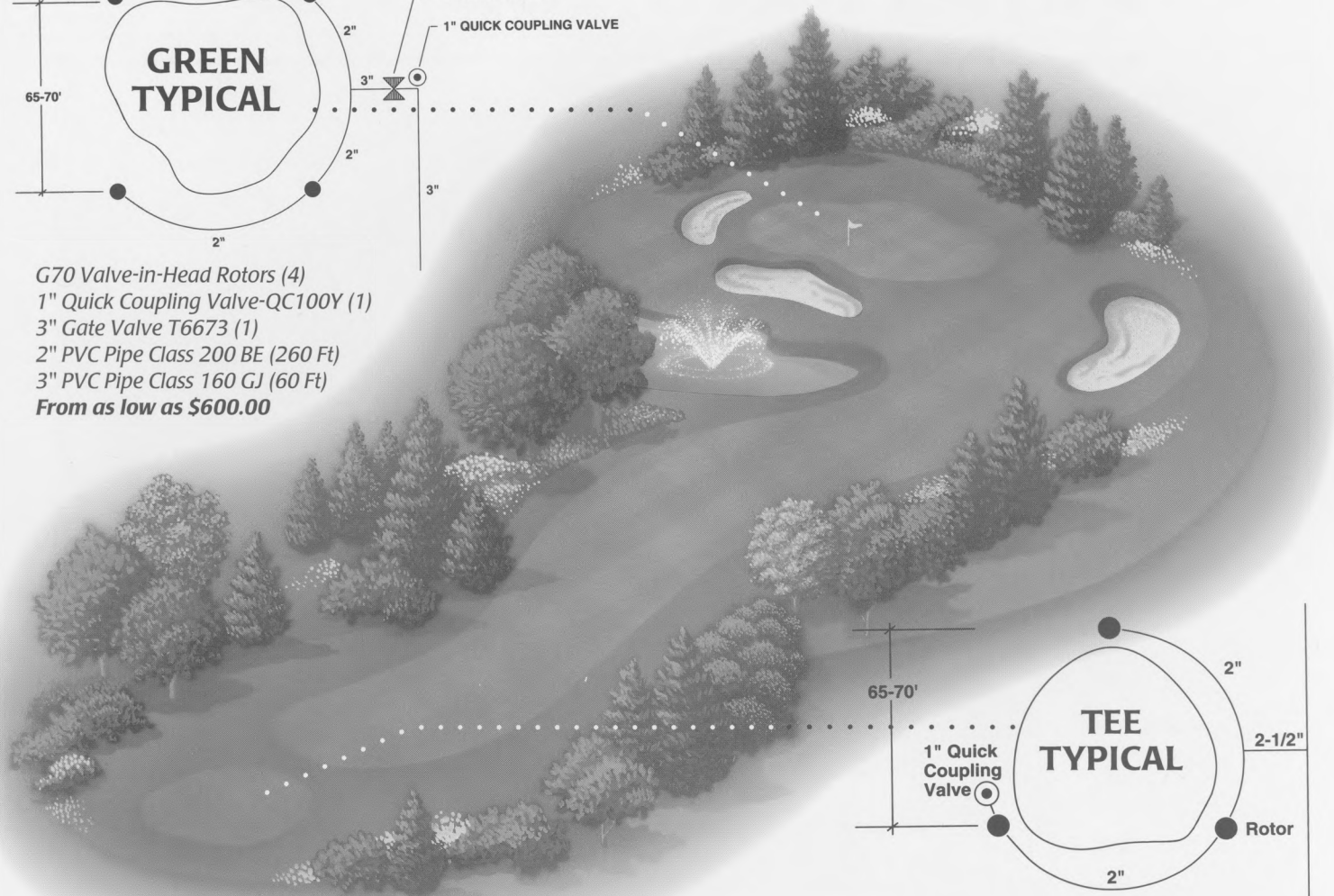
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