

## Changes to CSFM program increase certification accessibility

**M**any sports turf managers and turf professionals will attest to the fact that an individual's experience "in the field" goes a long way towards making them a better professional. This is especially true for crew members and assistants working in the industry who put in long hours to ensure their fields are operating at their best.

STMA agrees. A discussion began in 2012 in the Certification Testing Subcommittee about slightly recalibrating the certification process to more fully take into account the real-world experience of crew members, assistants and student interns to broaden accessibility and opportunity for all in the industry.

A minimum of 40 points are needed to qualify for the Certification Program. Points are accumulated through education and real-world experience in one's career, with varying employment positions and achievements receiving different numeric values.

Previously, there had not been a formal point structure for crew members and assistants; the Certification Testing Subcommittee and STMA Board of Directors agreed that this needed to be rectified and there was consensus the experience point values for crew members and assistants be increased to reflect the value these individuals bring to their organizations. The following recommendations were made by the committee to the Board:

- Increase the crew member from 1 point per year to 2.5 per year
- Increase the assistant from 3 points per year to 4 points
- .1 point to be awarded per 100 hours worked for students in formal internship programs

The changes implemented allow a crew member with no formal education to be eligible to test for the Certification Program in 16 years, rather than 40 with the original point system. Additionally, the changes rightly acknowledge the importance of turf internships for students and their importance to the vitality of STMA.

### PLANNING FOR THE FUTURE

Those individuals interested in and passionate about providing the best sports surfaces for all levels of play raising the level of the sports turf management industry should definitely consider becoming a Certified Sports Field Manager.

Besides increasing your earning potential by (on average) \$7,500, obtaining certification provides a wealth of personal benefits. Some of these include:

- Recognition of achievement and your expertise as a leader in your field
- Commitment to excellence and the very best ideals the sports turf industry strives to honor

### Sample exam questions

The certification exam required of all applicants covers a broad range of sports turf topics but is extremely accessible to all who have experience in the field. The exam covers four major areas of sports turf management: Agronomics; Pest Management; Administration; and Sports Specific Field Management.

#### Agronomics

1. A 100 pound bag of fertilizer with an analysis of 18-5-9 would contain which of the following:

- a) 5 pounds of actual phosphorus
- b) 5 pounds of available phosphate
- c) 9 pounds of potassium
- d) 18 pounds of urea

Answer: B (5 pounds of available phosphate)

#### Pest Management

2. A herbicide with the label designation 2EC:

- a) Contains 2 parts per million active ingre-

dient concentration in the container

- b) Has an active ingredient concentration of 2%
- c) Contains 2 pounds of active ingredient per gallon of formulated product
- d) Weighs 2 pounds per gallon

Answer: C (Contains 2 pounds of active ingredient per gallon of formulated product)

#### Administration

3. Providing feedback is one of the most important tools for improving performance. Which of the following is **not** true about providing feedback?

- a) Negative feedback should only be given at an annual review in order to reduce tensions throughout the year
- b) Supportive feedback is used to reinforce actions and behaviors that are desirable
- c) Constructive feedback is used to change

behavior that is ineffective or inappropriate

- d) It is important that employees understand the positive outcomes for performing well, as well as the consequences when performance is low

Answer: A (Negative feedback should only be given at an annual review in order to reduce tensions throughout the year)

#### Sports Specific Field Management

4. The most appropriate paint to use on a natural grass field is:

- a. Latex
- b. Oil-based
- c. Enamel
- d. All of the above can be used

Answer: A (Latex)

# DOC'S DUGOUT IS BACK!

This new monthly feature will honor the people, places and equipment that helped to create the foundation for our association and advance the sports turf management profession. The "Doc" in Doc's Dugout refers to the late Dr. Kent Kurtz, who spearheaded the initial effort to preserve the history of STMA.

• Increased educational opportunities by expanding the availability of critical resources that will make you more effective in your position.

The CSFM program, now in its 14th year, has graduated hundreds of sports turf managers from across the industry and country, and continues to challenge those who want to "raise their game." The testing portion is challenging but definitely do-able, especially for someone who has worked on a field; 79 percent of people pass it on their first or second try.

If you are eligible to become certified and want to take your career to the next level, the CSFM program and STMA stand ready to assist.

Visit [stma.org/csfm-program](http://stma.org/csfm-program) to learn more about the program, including details on the recalibrated point system for crew members and assistants, and to download the comprehensive application packet. ■



Roger O'Connor, left, former grounds crew leader for Wrigley Field, paints the field in 1984 using a type of paint striper. It uses a liquid propane tank (hopefully filled with compressed air and not propane) instead of a motor. It was silent and worked well, however it can lose pressure fairly quickly and need to be re-charged. If it was using LP gas, it would last much longer, but smoking near it was dangerous.

## STMA Affiliated Chapters Contact Information

**Sports Turf Managers Association of Arizona:** [www.azstma.org](http://www.azstma.org)

**Colorado Sports Turf Managers Association:** [www.cstma.org](http://www.cstma.org)

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**Gateway Chapter Sports Turf Managers Association:** [www.gatewaystma.org](http://www.gatewaystma.org)

**Georgia Sports Turf Managers Association:** [www.gstma.org](http://www.gstma.org)

**Greater L.A. Basin Chapter of the Sports Turf Managers Association:** [www.stmalabasin.com](http://www.stmalabasin.com)

**Illinois Chapter STMA:** [www.ILSTMA.org](http://www.ILSTMA.org)

**Intermountain Chapter of the Sports Turf Managers Association:** <http://imstma.blogspot.com/>

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**Iowa Sports Turf Managers Association:** [www.iowaturfgrass.org](http://www.iowaturfgrass.org)

**Kentucky Sports Turf Managers Association:** [www.kystma.org](http://www.kystma.org)

**Keystone Athletic Field Managers Org. (KAFMO/STMA):** [www.kafmo.org](http://www.kafmo.org)

**Michigan Sports Turf Managers Association (MiSTMA):** [www.mistma.org](http://www.mistma.org)

**Minnesota Park and Sports Turf Managers Association:** [www.mpstma.org](http://www.mpstma.org)

**MO-KAN Sports Turf Managers Association:** [www.mokanstma.com](http://www.mokanstma.com)

**New England STMA (NESTMA):** [www.nestma.org](http://www.nestma.org)

**Sports Field Managers Association of New Jersey:** [www.sfmanj.org](http://www.sfmanj.org)

**Sports Turf Managers of New York:** [www.stmony.org](http://www.stmony.org)

**North Carolina Chapter of STMA:** [www.ncsportsturf.org](http://www.ncsportsturf.org)

**Northern California STMA:** [www.norcalstma.org](http://www.norcalstma.org)

**Ohio Sports Turf Managers Association (OSTMA):** [www.ostma.org](http://www.ostma.org)

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**Ozarks STMA:** [www.ozarksstma.org](http://www.ozarksstma.org)

**Pacific Northwest Sports Turf Managers Association:** [www.pnwstma.org](http://www.pnwstma.org)

**Southern California Chapter:** [www.socalstma.com](http://www.socalstma.com)

**South Carolina Chapter of STMA:** [www.scstma.org](http://www.scstma.org)

**Tennessee Valley Sports Turf Managers Association (TVSTMA):** [www.tvstma.com](http://www.tvstma.com)

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