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Membership Category:

- Sports Turf Manager \$110
 Sports Turf Manager Associate* (Additional member(s) from the same facility) \$75

Please select the primary facility type where you are employed:

- Professional Sports Higher Education Schools K-12 Parks and Recreation

- Academic \$95
 Student (verification of enrollment) \$25
 Commercial \$295
 Commercial Associate* (Additional member(s) from the same commercial company) \$75
 Affiliate (Person who is indirectly or on a part-time basis, involved in the maintenance/management of sports fields) \$50
 Chapter Dues (contact headquarters for amount)
Chapter name) _____ \$ _____
 Contribution To SAFE Foundation (research, education and scholarship): \$ _____

Total Amount Enclosed: \$ _____

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*There must already be a national sports turf manager from your facility or commercial member from your company before you may sign up in the Associate category.

"I know I am a better sports turf manager because of this association. As sports turf managers, we take the challenge seriously to make our fields the best possible for the next game. The resources I have access to through STMA helps me do it."

— Bob Campbell, CSFM
Higher Education
Membership Segment

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www.STMA.org

Knoxville Regional Conference promises education and fun at great value

WHILE THE FOCUS of the upcoming STMA Southeast Regional Conference, June 15-16, in Knoxville, TN will be sports turf-specific education and agronomy, you can bet that there will be some fun, too. In addition to taking in more than 12 hours of sports turf-specific education, the more than 200 expected attendees will be treated to a night at Smokies Park for a game between the Double-A Tennessee Smokies (Cubs) and the Chattanooga Lookouts (Dodgers) Wednesday, June 15. Included with each ticket will be a coupon good for a hot dog, chips and a drink at the park.



➤ **LAST SUMMER'S REGIONAL EVENT** in Seattle included a surprise visitor during the Seattle Seahawks' practice facility tour: head coach Pete Carroll.

After a day at the University of Tennessee's Center for Athletic Field Safety featuring demos, seminars by leading researchers and practitioners, and a product exhibition, you can be sure that at-

tendees will be ready for a night at the ballpark. The next morning kicks off at 8 am, with sessions being offered on two tracks: football and baseball. Each will include a panel discussion with the facility managers, more turf docs, and other sports turf managers from around the country. There will also be a tour of each sport's respective stadium at UT. While focusing on sports turf managers, STMA encourages attendance by members, crew, coaches, administrators, and volunteers, and will be providing education for all levels of sports turf experience.

In addition to the education, exhibition, and baseball game, lunch on both days, dinner at the ballpark on Wednesday and breakfast on Thursday, are all included with the \$95 registration fee (\$125 for those who aren't members of STMA national or the Tennessee Valley, Georgia, Kentucky, North Carolina, South Carolina or Virginia Chapters). Members of STMA national may register online by logging in to their STMA.org member account. Non-members may download the registration brochure from www.STMA.org.

STMA has also negotiated reduced rates at two Knoxville area hotels. The Holiday Inn (1-865-522-2800) has a rate of \$84 per night plus tax, and is in downtown Knoxville. The Marriott Knoxville (1-865-637-1234), also downtown, has a rate of \$109 per night plus tax. Tell either hotel you are with the Sports Turf Managers Association (STMA).

Put June 15-16 on your schedule and start talking to your employer about making sure that you are able to attend this incredible educational opportunity. If you have any questions, please contact STMA at 800-323-3875 or STMAInfo@STMA.org.

Interested in exhibiting or sponsoring this event? Please contact Patrick Allen, STMA Manager of Sales and Marketing, 800-323-3875 or pallen@stma.org. ■

5 tips to getting the job

Editor's note: this advice originally appeared in "STMA News Online"; visit www.stma.org to learn how you can begin receiving it.

1. Interview like a jobholder, not a job hunter. Job hunters might come across as needy, dejected and too willing.
2. Too much honesty isn't necessarily a good thing. Being too honest and revealing too much can turn against you in the job hunting process—especially, if you've been laid off or let go. When an employer asks you, "Why did you leave your last job?" or "Why were you let go?" he's really asking: "What's wrong with you?" An example response is: "My company suffered a severe downsizing. My immediate boss had no choice but to let me go and after she let me go, she was let go."
3. Would you hire this guy? Don't come into the interview cocky. Dress professionally. Go after every interview like it's the last one you'll ever have.
4. In salary negotiations, the person who mentions the num-

ber first loses. When they ask you how much you are looking for, say that you don't want to disqualify yourself by a number, can you tell me how much you have budgeted for this position? You can also give employers a ballpark, saying that your current compensation package is in the \$60,000 range and that you want to stay in that range. Lump all your compensation together. By throwing out numbers you might sell yourself short. After all, you don't know the company's range of salary or compensation.

5. Say thanks by sending thank you letters within 24 hours of each interview. If three people interview you at one company, send three separate thank you notes. Cohen says that when competition for a job is tight, thank you notes have the power of swaying an employer your way. ■

Attributed to Barry Cohen, University Employment Coordinator, City University of New York, published in Job Hunting: Get Aggressive to Get the Job You Want by Lisette Hilton

STMA Affiliated Chapters Contact Information

Sports Turf Managers Association of Arizona: Chris Walsh
cwalsh@scottsdaleaz.gov

Colorado Sports Turf Managers Association: www.cstma.org.

Florida #1 Chapter (South):
305-235-5101 (Bruce Bates) or
Tom Curran CTomSell@aol.com

Florida #2 Chapter (North):
850/580-4026, John Mascaro,
john@turf-tec.com

Florida #3 Chapter (Central):
407-518-2347, Randy Fisher,
rfisher@kissimmee.org

Gateway Chapter Sports Turf Managers Association:
www.gatewaystma.org.

Georgia Sports Turf Managers Association: www.gstma.org.

Greater L.A. Basin Chapter of the Sports Turf Managers Association: www.stmalabasin.com.

Illinois Chapter STMA:
www.ILSTMA.org.

Intermountain Chapter of the Sports Turf Managers Association: www.imstma.org.

Iowa Sports Turf Managers Association: www.iowaturfgrass.org.

Kentucky Sports Turf Managers Association: www.kystma.org.

Keystone Athletic Field Managers Org. (KAFMO/STMA):
www.kafmo.org.

Michigan Sports Turf Managers Association (MiSTMA):
www.mistma.org.

Mid Atlantic Sports Turf Managers Association (MASTMA) (formerly the Chesapeake Chapter STMA) Ph. 410-704-2197
www.mastma.org

Minnesota Park and Sports Turf

Managers Association:
www.mpstma.org

MO-KAN Sports Turf Managers Association:
www.mokanstma.com.

Nebraska Sports Turf Managers Association: 402/441-4425.

New England STMA (NESTMA):
www.nestma.org.

Sports Field Managers Association of New Jersey:
www.sfmanj.org.

Sports Turf Managers of New York: www.stmony.org.

North Carolina Chapter of STMA:
www.ncsportsturf.org.

Northern California STMA:
www.norcalstma.org.

Ohio Sports Turf Managers Association (OSTMA): www.ostma.org.

Oregon STMA Chapter:
www.oregonsportsturfmanagers.org
oregonstma@gmail.com

Ozarks STMA:
www.ozarksstma.org.

Pacific Northwest Sports Turf Managers Association:
www.pnwstma.org.

Southern California Chapter:
www.socalstma.com.

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Tennessee Valley Sports Turf Managers Association (TVSTMA): www.tvstma.com.

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Virginia Sports Turf Managers Association: www.vstma.org.

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Chapter Sponsors



Ask a CSFM

Joseph Creadon, CSFM,
supervisor of grounds, School
District U-46, Elgin, IL

Benefits of certification verified

Editor's note: This is another installment on how becoming a Certified Sports Field Manager (CSFM) can benefit turf managers professionally as well as improve their facilities



How did you prepare for the CSFM Exam?

Creadon: I prepared for the exam by utilizing my education in Horticulture and Business Administration, 23 years experience in the field, and prior to the exam by again reading the book by Puhalla, Krans and Goatley, *Sports Fields: A Manual for Design, Construction and Maintenance*.

How did you approach your employer to support your certification, both financially and in the time needed to prepare for the exam?

Creadon: I paid for the expenses out my own pocket and did all of the preparation on my own time.

Why did you decide to pursue certification?

Creadon: I decided to pursue the certification for purposes of networking and to take advantage of any continued professional development opportunities available through the STMA. I also decided to pursue the certification for reasons of credibility and to increase my value on the market should the need ever arise to have to pursue employment elsewhere.

How has certification helped your career?

Creadon: In terms of how it has helped my career I already am at the highest position attainable in this area at our institution, but I am using the certification in terms of the credibility it offers to try and persuade my employer to put a greater emphasis and financial commitment into the upgrading and maintenance of our athletic facilities as well as all of our grounds throughout the entire District. ■

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1 What is your company's primary business? (check **ONLY ONE**)

- F Sports Complex G Athletic Field and/or Park Architect/Designer
T School, College or University P Park
H Other (please specify) _____

2 Which of the following best describes your title? (check **ONLY ONE**)

- A EXECUTIVE/ADMINISTRATOR — President, Owner, Partner, Director, General Manager, Chairman of the Board, Purchasing Agent, Athletic Director
B MANAGER/SUPERINTENDENT — Superintendent, Landscape/Ground Maintenance Manager, Foreman, Supervisor
C GOVERNMENT OFFICIAL — Government Commissioner, Agent, Other Government Official
D SPECIALIST — Architect, Designer, Consultant, Agronomist, Horticulturist, Certified Specialist
F COACH E Other (please specify) _____

3 Do you have the authority to buy, specify or recommend products and/or services for your business or organization?

Y Yes N No

4 Yearly operating expenditures (excluding salaries)

- F Over \$1 million C \$50,001 - \$100,000
E \$500,001 - \$1 million B \$25,001 - \$50,000
D \$100,001 - \$500,000 A \$25,000 and under

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BY DR. GRADY MILLER

Professor, North Carolina State University

Questions?

Send them to
Grady Miller at

North Carolina State University,
Box 7620, Raleigh, NC 27695-
7620, or email
grady_miller@ncsu.edu

Or, send your
question to

David Minner at
Iowa State University, 106 Horti-
culture Hall, Ames, IA 50011
or email
dminner@iastate.edu.

I'm a teacher, coach, and part-time field manager at our high school. I've never had any formal training in turfgrass management but I read magazines on the subject to learn more and pick up tips whenever I can. I know there are no magic potions out there to make our field look like your University's fields. But I was wondering how the practices and products we use compare to those used by a University or even a pro-level facility. Attached is my general program that I have been using the past several years. How far off are we?

Curious Coach

Coach, I think this is a great question. I would like to start by saying that I respect the job that you all are doing. I realize that taking care of fields is probably not your first passion; that you would rather be spending your time teaching students or coaching a sport that you love, not fussing over turfgrass conditions. But that fussing makes a difference as there is no doubt that a field manager's attention to detail influences how the field looks and plays.

Regardless of how good you want your field to look, I think the first concern should be to deliver a safe playing surface for the student athletes. My good friend Floyd Perry has always said that sports turf managers should follow three rules for field safety. First, apply the best techniques given the facilities budget and equipment. Second, do it regularly and on schedule. Third, document that you are doing so. I believe these are good pieces of advice for anyone managing a sports field.

Let me begin the comparison between fields with the construction differences. Natural grass fields such as the ones here at North Carolina State were built using pre-determined soil specifications to

maximize water infiltration and minimize soil compaction while balancing agronomic qualities for turfgrass growth. The soil mix reduces the chance for rained out games as well as making the stadium fields more resilient for hosting more events. While most native soil fields such as yours can usually get by with less irrigation and fertilizer, they require more aggressive aeration to maintain a softer surface and reasonable infiltration rates. They also need a taller center crown to promote more surface flow of water rather than relying on subsurface drainage.

A second, related comparison is field use. The University has several [football] fields that are used for practices. This allows concentrated wear to take place on these fields rather than the game field. We also have separate practice and game soccer fields for those sports. Unfortunately, you do not have that situation; therefore your primary field gets wear and compaction from the combined events of two sports. I know your athletes are not quite as big or as fast as college athletes, but the time spent on the field by all the athletes adds up just the same.

When comparing cultural practices, the first one that really jumped out was the differences in summer management. Your plan indicated minimum summer management with irregular mowing schedules, limited fertilization, and minimum weed control. This program may not maximize the field's conditions in preparation for late August use. In our case, summer is the period of time we most intensively manage the field since it provides the ideal temperatures for growing bermudagrass. So the intensive cultural practices in summer allow us to start the fall season with our turf in the best condition and health possible.

Our summer program generally includes twice monthly fertilizer applications at appropriate rates and a 3-4 times per week mowing frequency to ensure a dense, strong turf stand in the fall. We do not need to apply herbicides to our stadium field, but the practice fields (subject to wind-blown seed) are on a pre-emergence herbicide program to minimize any unsightly weeds and reduce unnecessary plant competition for light, fertility, and water. Herbicide selection and application timing is critical because we do not want to interfere with fall overseeding of perennial ryegrass. Most of the fertilizer and pesticide products you are using would be similar in our program.

One product difference I noted was the paint you use. Rather than use aerosols, we use a bulk paint that is designed to be painted on turf. While we occasionally use aerosol paint around the field for set-up marks, we primarily rely on bulk paint applied through airless sprayers for lines and logos. With this paint, not only is there less chance to damaging the turf, over the long term it is significantly cheaper.

So you are correct in that there are no magic potions. Our trained turfgrass managers use many of the same products you use. The greatest difference is that maintaining turfgrass is their primary job so they have time to more intensively manage the fields. In addition, their training and experience allows them to make timely decisions. These decisions may be needed to respond to a pest problem, irrigation issue, fertility need, or a wear pattern. Responding in a timely manner with the appropriate product application or management practice usually results in safe and attractive fields. Never stop learning. It can only improve your fields. ■



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