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- ☐ 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:

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- ☐ Academic \$95
☐ Student (verification of enrollment) \$25
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☐ 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) _____ \$ _____

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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.

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"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
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www.STMA.org

Be in the First STMA Academy Class!

STMA IS OFFERING A NEW LEARNING OPPORTUNITY at the national conference: an Academy. The STMA Academy brings in-depth educational workshops that build on knowledge in core areas each year. This year a 400 series is offered; in 2013 a 500 series will be presented, etc. The workshops will be conducted Tuesday and Friday afternoons.

There is no additional fee to attend these workshops; they are included in the full conference registration package, which is unchanged from last year at \$375. However, pre-registration for an Academy class is required. A certificate of completion will be provided for the successful completion of each class. This is separate from the conference certificate of completion and is intended to confirm your commitment to a higher level of learning. Attendees who participate on Tuesday and on Friday will receive two certificates.

This education is structured to enhance your career and substantiate to your employer the value that he or she receives by you attending the STMA national conference. Watch for your conference brochure and the opening of on-line registration; both will be ready in early October.

TUES., JAN. 15, 2:30 - 5 p.m. (choose one)

STMA 400 - Hire the Best... But Know How to Fire Them Just in Case

Speaker: Patrick D. McGuiness

This workshop will cover how to hire the best employees for your facility as well as how to handle problem employees. From job postings to on-boarding, learn how to effectively and legally set up a hiring process that will bring the best and brightest job applicants to your operation. In addition, learn how to use employee handbooks for documentation purposes. This seminar will feature audience interaction and participation to cover a wide range of topics, including: job postings, applications, interviews, Form I-9, Form W-4, pre-employment physicals, drug testing, training, trial periods, employee discipline and motivation, and termination techniques.

STMA 401 - Performance Quality Standards - How good is your playing surface?

Speaker: Ian Lacy

This presentation will allow the sports field manager to be able to measure the quality of the playing surface using a set of objective criteria. The assessment evaluates structural, playing, and presentation standards using the following criteria: soil type, particle size distribution, pH, grass type, infiltration rate, hardness of surface, traction, ball bounce or roll

where applicable. The sports field manager can utilize PQS to identify the current quality of the playing surface, allowing a more dedicated approach to maintenance, and more efficient and effective use of resources and budgets.

STMA 402 - Meteorology: Understanding Weather and Climate

Speaker: Brad Jakubowski

Weather is a critical component of a turf manager's daily responsibilities. Turf managers can make better management decisions and provide consistent field conditions by better understanding weather patterns and concepts. This interactive seminar introduces fundamental weather concepts and provides turf managers with the tools to interpret daily weather reports, maps, and forecasts. Trends in weather and our changing climate will also be addressed.

FRIDAY, JAN. 18, 2:45 - 5 p.m. (choose one)

STMA 403 - Breeding, Development, and Production of Cool-Season Turfgrasses

Speaker: Leah A. Brilman, Ph.D.

Development of cultivars is a long term process. This presentation will discuss the process of breeding different species and specific development strategies for varieties adapted to athletic surfaces. The session will also cover how to understand trial data, selection of cultivars that will meet specific needs, and how to read seed tags to ensure you are getting the desired product.

STMA 404 - Common Diseases of Sports Turf

Speaker: Mike Fidanza, Ph.D.

The presentation will cover guidelines and methods to identify common diseases of sports turf, as well as current strategies to manage turfgrass diseases. Attendees will be able to identify the symptoms and signs of common diseases of sports turf; understand the relationship between weather/environment and turf disease severity and develop cultural practices and strategies to manage turfgrass diseases in sports turf.

STMA 405 - Best Management Practices to Increase Tolerance to Pests and Stress

Speaker: Mary Owen

Sports field managers are challenged to provide safe, quality playing surfaces while dealing with limited budgets and restrictions on the use of pesticides, particularly on school and municipal properties. This presentation will address the use of Best Management Practices (BMPs) as a means of preventing and targeting specific cool season turfgrass insect, weed, and disease pests as well as abiotic stressors such as

traffic, wear, and drought. In addition to reducing the need for pesticides, BMPs are intended to result in water conservation and environmental enhancement.

STMA 406 - Turf Equipment Care and Maintenance

Speaker: Carl Osterhaus, CSM

This presentation will cover the many important aspects of Turf Equipment Care and Maintenance, which technicians can use to ensure that their equipment provides them with the longest and most productive service life. Information covered will include the importance of maintenance, general maintenance guidelines, and information to make maintaining equipment quick and efficient. Machine systems covered include, engines, hydraulics, electrical systems, and cutting units.

STMA 407 - Strengths-Based Leadership and Followership

Speakers: Eric K. Kaufman Ph.D., Richard J. Rateau, Ph.D.

Research reports that the most effective leaders are always investing in their strengths, surround themselves with the right people and then maximize their team, and understand their followers' needs. This interactive workshop will help participants identify their personal areas of talent and develop a plan for transforming those talents into strengths. In addition, participants will explore the four domains of leadership strength (executing, influencing, relationship building, and strategic thinking) as well as the four basic needs of followers (trust, compassion, stability, and hope). Participants will leave the workshop with specific ideas for promoting strengths-based leadership and followership in the workplace and other professional settings to help increase productivity.

STMA 408 - Managing Turfgrass Soil Physical Properties

Speaker: Andrew S. McNitt, Ph.D.

This presentation will explore the difference in management practices and approaches when managing a native soil sports field versus a high-sand sports field rootzone. Practices for both rootzones will be discussed. Often, the biggest mistakes are made when a sports field manager takes a practice designed for one type of rootzone and applies it to the other. A review of common misapplication of techniques will be discussed in detail. This workshop should be attended by any sports turf manager who is working to improve the air/water relationship in their rootzone. Common misapplication of drainage concepts as it relates to soil physical properties will also be covered. ■

Field of the Year and other STMA Award applications due next month

NOW IS THE PERFECT TIME to begin preparing your STMA Field of the Year Application. The deadline for materials to be received at STMA headquarters is October 15, 2012. The STMA Field of the Year program requires photos from throughout the year, completion of the STMA PCI, and several other items that you can get started on early.

After a successful first year in 2011, the entire application process remains electronic. While not a true "online process," applicants are required to fill out the forms and submit their materials (forms and photos) via email, the internet or a flash drive or CD. It is the intent of the Awards Committee that this process allow for remote judging of applications, provide a level playing field (sorry for the pun) for all applicants regardless of budget spent on "the presentation" of the facts regarding the field, and really help the "story" of the field and crew shine through. Go to www.stma.org/awards-program, make sure to read the instructions carefully, and submit your field today.

Each Field of the Year Award winner is pre-

sented with a special plaque at the STMA Awards Banquet, held each year at the STMA Conference and Exhibition. This year, the Awards Banquet will be the evening of Friday, January 18, 2013 in Daytona Beach, FL. In addition to the plaque, each STMA Field of the Year winner will receive free conference registration, three nights of lodging at the conference hotel, STMA signature apparel, and a feature article in the official publication of STMA, *SportsTurf* Magazine. The STMA Awards Program is generously supported by STMA's official awards sponsors Carolina Green Corp., Ewing Irrigation, Hunter Industries and World Class Athletic Surfaces.

Innovative Award

STMA's Award for Commercial Innovation recognizes those companies that evolve the professional capacity of the sports turf manager. If you are an STMA Commercial Member and exhibiting at the upcoming 2013 Conference and Exhibition, any product, service, equipment or technology you have introduced since the 2012 show is eligible to receive the

STMA Innovative Award. A panel of non-commercial STMA members representing all segments of membership will judge the entries and may give the award to multiple companies that meet the criteria. Winner(s) will be able to use a special logo in their promotion of the winning innovation and STMA will publicize the winners through its communication vehicles, including *SportsTurf* Magazine! Go to www.stma.org/awards-program to download the entry form, submit it to stmainfo@stma.org, and good luck!

STMA Founder Awards

Nominate a peer who has impacted the sports turf profession for one of STMA's most prestigious awards. Each of the four Founders awards recognizes someone who has made a difference in the industry. To nominate someone for these highly respected awards, download the nomination form at www.stma.org/stma-founders-awards. The winners will be announced at the Annual STMA Awards Banquet, which is Jan. 18, 2013 in Daytona Beach, FL. ■

STMA Affiliated Chapters Contact Information

NOTE: The currently defunct Indiana Chapter is interested in reorganizing. If you have an interest in helping, contact Clayton Dame at Claytondame@hotmail.com or Brian Bornino, bornino@purdue.edu

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,
Scott Grace, scott@sundome.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.

Indiana (FORMING - See Above)

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.

Minnesota Park and Sports Turf Managers Association: www.mpstma.org

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

Nebraska Sports Turf Managers Association:
spPhillips4@unlnotes.unl.edu

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

Sports Field Managers Association of New Jersey: www.sfmnj.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.

Oklahoma Chapter STMA:

405-744-5729; Contact: Dr. Justin Moss

Oregon STMA Chapter: www.oregonsportsturf-managers.org oregonstma@gmail.com

Ozarks STMA: www.ozarksstma.org.

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

Southern California Chapter:
www.socalstma.com.

South Carolina Chapter of STMA:
www.scstma.org.

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

Texas Sports Turf Managers Association:
www.txstma.org

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

Wisconsin Sports Turf Managers Association:
www.wstma.org.

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September 2012 - Expires February 2012 - RS1209

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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Q&A



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.

What makes a field good?

Our field looks a lot like turf [meaning synthetic turf in this context], but I know it is not. But it looks like it. Isn't that good? You are a turf doctor, so what makes our field good? How come our field looks different than others when I watch it on TV?—Security Officer #1, EverBank Field, Jacksonville, FL

For those of you that do not know, EverBank Field is the home stadium facility of the Jacksonville Jaguars of the NFL and also hosts the annual Florida-Georgia game and the Gator Bowl. Like many other large stadiums it has also hosted the occasional motocross, monster truck event, and music concert. It is a great stadium with a talented grounds crew headed by my good friend, Mark Clay. And as the security guard alluded to in his questions, the field looks about as close to perfect as you can get with natural grass.

Getting back to the question, let me provide more background information. At last month's North Florida STMA meeting, I was an invited speaker. Everyone that goes into EverBank Field has to check in with security. On that day one of the two security officers at the check-in station noticed that my name badge had "Dr." on it and he asked if I was a "Turf Doctor." I said I was of sorts. He said he had some questions and then he proceeded to ask, starting with the ones I indicated at the start of this article. His colleague (I'll call him Security Officer #2) also had some thoughts on fields so the three of us had a lively discussion.

First, I tried to explain to these guys that turf could be natural turfgrass not just synthetic turf. Security Officer #1 could not accept that fact, insisting that turf was artificial and grass was [living] grass. I really botched my explanation when I introduced the word "turf-

grass." Security officer #2 tried to help me out but we did not get very far. My day as an educator was not beginning going so well—only 50% acceptance. After a few minutes I had to resort to using turf versus grass terminology, figuring that they could continue the vocabulary argument later.

Second, I needed to address the concept of what makes a field good? Obviously these guys were similar to most sports fans in that they actually notice what the fields on TV look like each week. Natural grass fields used by the NFL, particularly early in the season, are so perfectly uniform in color and

I told the security guys how much the field crew "pokes small holes" in the grass to make it softer and that they constantly monitor the watering, fertilization, and mowing. Everything is measured and applied with precision. These tasks and other are all carefully orchestrated around use so that no management practice goes undone and no resource is wasted. This attention to detail combined with professional grade equipment and products allows the field crew to achieve perfection far beyond what the average person can do with their home lawn. I stressed that the ground crew is professionals, not a

There could be a large number of potential explanations. And in the end, it does not mean one field is necessarily better than another. They may look different but play similarly.

density with their crisp lines and logos that they may not look natural to some onlookers. They immaculate fields are often nothing like the fields the fans remember playing on when they were a kid—colored a splotchy yellowish-green with uneven grass heights, worn areas, and outlined with crooked lines produced from haphazard application of some ill-chosen substances like lime, diesel fuel, or non-selective herbicide.

Of course uniformity alone does not make a field good. From a use perspective, it has to have good footing for the players and enough cushion that when they fall on the surface that it provides some protection from injuries. This is why the NFL has started a new program to routinely evaluate fields for hardness and try to get them all under a specific "hardness value."

bunch of amateurs still trying to master their trade.

I explained to them that some fields on TV look different because they may use different grasses or they are likely maintaining their field under different weather conditions. Also, the other stadium fields may be used differently than EverBank Field. There could be a large number of potential explanations. And in the end, it does not mean one field is necessarily better than another. They may look different but play similarly. These last two statements opened the door for a string of new questions. But by now the line was starting to form behind me with meeting attendees wanting to check in, so I needed to go. So, we'll have to visit again another time. ■

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