

Tee to Green

March
2008

A little work, a lot of money

By Shawn Freeman

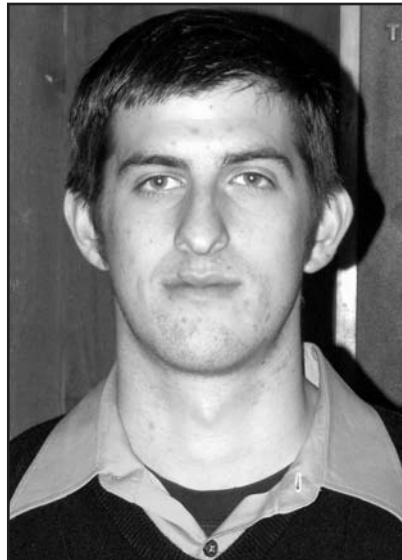
With college costs continuing to rise, figuring out how to pay for college can be a complex and stressful task. There are loans that are readily available, but the fact that I would have already been in debt upon graduation was not exactly how I imagined starting my life after college.

Fortunately, there are numerous scholarships available. The sad part of the story is that, every year, many of them go unclaimed due to lack of effort on the part of students. Various organizations and people eagerly try to give away all of this "free money" to students to help assist with college costs. The only way to find out if you can get it is to apply.

My efforts earned 16 or 17 scholarships totaling close to \$40,000 in free money. I have learned the system of applying for scholarships and what it takes to be successful at obtaining this money. What follows are some of the tactics I used to help me pay for over two years of college and reduce my college costs significantly. If you are searching for financial aid, I hope the information helps.

My high school had a College and Career Center, a facility devoted to helping prepare students for college that I utilized daily—it gave me a great place to start. The hardest part of applying for scholarships is discovering all the scholarships that are available. My scholarship search was made easy because our College and Career Center compiled a monthly packet of the different scholarships that were available, complete with all the due dates and other vital information. All I had to do was go through the package and see if I met all the application requirements.

Many schools do not have a room like the College and Career Center, but if your school does have one, take advantage of it. If not, start with your counselor. He or she will know at least part of what's available and can help you find out about more.



Shawn Freeman

"Fastweb" is an online scholarship search site that can direct you to many scholarships, so I encourage you to open an account as early in your search as possible (www.fastweb.com) and use the site frequently.

Many people think you need to be a high school senior or college student to apply for scholarships, but that's not true—you can (and should) begin submitting scholarships while you are an underclassman.

I did not realize I could apply for scholarships as a freshman or sophomore in high school, so I waited until my senior year to start the process. I still received close to \$40,000, but why wait? Think of how much I might have gotten if I had started four years earlier.

After finding out what scholarships were available, I narrowed the list (and my work load) down by doing away with those for which I did not meet the requirements. Many scholarships, for instance, are specialized for

students pursuing certain majors, minorities and other criteria. If you don't meet those requirements, you shouldn't waste your time applying.

I spent about thirty minutes filling out one scholarship application, only to discover it that was only for females. The old cliché, "time is money," was true indeed in this situation—I filled out a useless application and used time that might have been spent pursuing a scholarship for which I was eligible.

Spend a minute reading through the requirements before completing an application. It will save you time and the headache of wasted effort.

The hardest part about the application process itself is just getting started. Ms. Bond, my College and Career Counselor, provided much of the help I needed with that challenge. She stayed on my case day after day, continually monitoring my applications and making sure that I was supplying the appropriate effort. It was not

continued on page 9

PRESIDENT'S MESSAGE

I am very excited about the year ahead. Your board is working very hard to implement some new ideas into our association.

Slight changes and improvements to our organization are inevitable, and you can trust that what's coming will be well thought out and meaningful. With that in mind, I hope we'll soon announce several new and exciting developments that are currently in various stages of completion.

One announcement that has already been made concerned our new Superintendent of the Year Award (see my President's Message from the last issue of *Tee to Green*), which is a great milestone that seems very fitting for our 50th year as one of the top associations in the GCSAA. I hope that every superintendent in our Chapter takes the award very seriously . . . there is not much as professionally meaningful as earning an award of this magnitude from your peers.

For those of you who haven't yet heard, the STGCSEA will hold its 2008 live auction at our annual Scholarship Tournament (coming up in April at Memorial Park). We encourage anyone and everyone to participate in our 2008 fundraiser.

I want to personally thank Bill Freeman for once again volunteering his time and efforts to be our auctioneer. I also wish to



thank Jason Harsh for being such a generous host.

In years past, there have been some unique and inexpensive items purchased at the auction. We are accepting donations from all of our vendors and superintendents at this time, so I would like to thank everyone in advance for the support, which is key to the success of our Legacy Scholarship Program. And, just in case you've forgotten, the STGCSEA presented \$19,000 in Legacy Scholarships to 15 students last fall, and that, my friends, is what it's all about.

With the 2008 Shell Houston Open just around the corner, I'm already looking forward to seeing everyone on the driving range, volunteering their precious time to help make Houston's premier golf event one of the best on the Tour. I can't tell you how proud I am

every year of the STGCSEA team that manages this critical piece of work for the Houston Golf Association, the Shell Houston Open and for our public's perception of our organization and our profession.

Congratulations go out to Harvey Rose, CGCS, of Clear Creek Golf Course for his outstanding efforts in achieving the Audubon

continued on page 7



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Auction!

The STGCSEA's 2008 Live and Silent Auctions will take place in conjunction with our 2008 Scholarship Tournament on April 15 at Memorial Park Golf Course.

Last year's Scholarship Tournament and auctions raised over \$15,000 for the STGCSEA's Legacy Scholarship Fund, and we're hoping to top that amount this year.

If you have products or services you can donate for either auction, please contact Mark Haven at 979-862-8403 (office) or 979-224-0184 (cell), or Marian Takushi at 281-494-0094 as soon as possible.

An entry form with details about this year's Scholarship Tournament is enclosed with this issue of *Tee to Green*.

Blast from the Past!



It might not have been Woodstock and it might be from the recent past, but the 2007 STCSA Christmas Party was a lot of fun. Here are a few samples of the family decked out for "The Who Show."



The groovin' Plowmans.



Wade Warms was far out.



The chicks were alright (above) and everybody put some moves on (right).



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Gonna be a "SHOVer" this year?

Greetings SHOVerS! Remember? That's our secret acronym for Shell Houston Open Volunteers and we're glad to have you—our driving range crew is the finest bunch of SHOVerS at the tournament, and you're why.

We're excited about the 2008 Shell Houston Open, slated for the week of Mar. 31-Apr. 6, 2008.

The field (which, as of late February, already includes defending champion and the No. 4 golfer in the world, Adam Scott, No. 2 in the world Phil Mickelson, and No. 4 Ernie Els) should be outstanding.

And, of course, it's time once again to show our support to the Houston golf community and help marshal the driving range at the beautiful Redstone Golf Club. I believe it's also a great time to show our support for our good friends and fellow STGCSAers, Roger Goettsch and Randy Samoff.

This year's drill is the same as the last few . . . we'd like you to work a couple of shifts . . . and for that you get four passes that are good any day to the Champions Pavilion (valued at \$160.00), another cool uniform to add to your growing SHO collection, and

the comfort of knowing you gave back a little of your time to a game tha has given all of us so much.

And speaking of giving, the STGCSA Board of Directors has once again committed to paying half of your uniform cost.



Many of those who have participated in the past have already received an e-mail from Susan Anderson with a screen name and password to help you go thru the process. If not, go to "http://www.shell-houstonopen.com/Vol_Register.cfmon" on the internet and follow the easy instructions.

Along with continuing with last year's theme of "Bring a Friend," I'm going to invite golf course superintendents from across the state to come work with us.

I'm not sure what the response will be but I hope that some of you will open your homes for a day or two and show our Texas Sod Brothers some fine Houston hospitality. Share the wealth of giving and let them be a part of this terrific experience, — you might just make a new friend for life!

Sign up early this year . . . you can get your uniform in the mail and wear it all over Houston before anyone else does. It's so easy to wait until the last minute, but that makes scheduling tough. The earlier you sign up, the more likely you are to be able to pick your favorite shift. So please, do yourself and us a favor and sign up today.

That's it for now. Call or e-mail (see below) if you have any questions. We appreciate your willingness to serve and look forward to working with you again at the 2008 Shell Houston Open.

— George Manuel

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Clear Creek Golf Course recognized for environmental excellence

Clear Creek Golf Course has achieved designation as a "Certified Audubon Cooperative Sanctuary" through the Audubon Cooperative Sanctuary Program for Golf Courses, an Audubon International program.

Former South Texas Golf Course Superintendents Association President Harvey Rose, CGCS, the golf course superintendent at Clear Creek, led the effort to obtain sanctuary status for the course and is being recognized for Environmental Stewardship by Audubon International.

Clear Creek Golf Course is the 14th course in Texas and the 652nd in the world to receive the honor. Audubon certified courses in Texas also include Barton Creek Resort, The Clubs of Lakeway and The Hills Country Club in Austin, Hyatt Regency Hill Country Resort in San Antonio, The Wilderness Golf Course in Lake Jackson, Timarron Country Club in Southlake, The Club at Carlton Woods in The Woodlands, Kingwood Country Club in Kingwood, Mesquite Grove Golf Course at Dyess Air Force Base, Padre Isles Country Club in Corpus Christi, TPC Craig Ranch, in McKinney and Lakeside Country Club in Houston.

"Clear Creek Golf Course has shown a strong commitment to its environmental program. They are to be commended for their efforts to provide a sanctuary for wildlife on the golf course property," said Jim Sluiter, Staff Ecologist for the Audubon Coopera-

tive Sanctuary Programs.

"To reach certification, a course must demonstrate that they are maintaining a high degree of environmental quality in a number of areas," explained Sluiter. These categories include: Environmental Planning, Wildlife & Habitat Management, Outreach and Education, Chemical Use Reduction and Safety, Water Conservation, and Water Quality Management.

"We all need to be ecologically minded and this program demonstrates our commitment to that cause. It wasn't easy to do, but we decided that taking the step would benefit our course as well as our environment."

"Getting the public involved was a key part of the program and we created a volunteer outreach program to do that. We designated no-spray zones, implemented integrated pest management programs and so on," said Rose. "I'm proud of our effort and the achievement.

Clear Creek is the first facility operated by Eagle Golf to receive the "Certified Audubon Cooperative Sanctuary" designation.

The Audubon Cooperative Sanctuary Program for Golf Courses, endorsed by the United States Golf Association, provides information and guidance to help golf courses preserve and enhance wildlife habitat, and protect natural resources.

For more information on golf and the environment, visit www.golfandenvironment.org.



Clear Creek joined the Audubon Cooperative Sanctuary Program in March 2006 and completed the final certification category in December 2007 to be designated as a Cooperative Audubon Sanctuary. The art print above will be displayed at Clear Creek in recognition of the facility's achievement.



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Final rule issued on employer-paid personal protective equipment

Employers must pay for almost all personal protective equipment required for employees on the job, according to a new rule clarification from the Occupational Safety and Health Administration. The agency anticipates that this rule will have substantial safety benefits that will result in more than 21,000 fewer occupational injuries per year.

The final rule contains many exceptions for items that could be considered safety gear but are not the responsibility of the employer including: safety-toe footwear, prescription safety eyewear, logging boots, and weather-related apparel.

The new rule does not create new requirements for the equipment nor does it add any employer responsibility to pay for uniforms or other items of apparel that are not classified as personal protective equipment. In addition, the rule does not dictate what equipment employers must mandate.

The final rule also clarifies OSHA's requirements regarding payment for employee-owned personal protective equipment and replacement personal protective equipment.

Employers do not have to reimburse employees for safety gear that employees choose to buy instead of employer-purchased equipment.

However, employers do have the duty to ensure that the employee-purchased equipment meets OSHA safety standards.

While these clarifications have added several paragraphs to the regulatory text, the final rule provides employees no less protection than they would have received under the 1999 proposed standard.

The final rule became effective Feb. 13, 2008; the final rule must be implemented by May 15, 2008.

*For a review of the final rule,
visit the OSHA web site page at*

<http://osha.gov/SLTC/personalprotectiveequipment/index.html>.

*For further assistance, please contact an
OSHA office or GCSAA's department of information
and public policy at 800-472-7878.*



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PRESIDENT'S MESSAGE CONTINUED FROM PAGE 2

Sanctuary Program's highest distinction— his facility is now a Certified Audubon Sanctuary." Harvey and Clear Creek are now in elite company, there are only 14 other certified golf facilities in the state.

The STGCSA and its membership understands the benefits and the environmental issues which we all face on a daily basis. We hope that everyone will also seriously consider undertaking the Audubon program, not only to be stewards of the environment but also leaders in this important aspect of the future of golf.

Lastly, for those who haven't heard the latest in STGCSA golf, our golf committee is renewing some old golf programs that we hope will provide extra fun for all who participate.

Included in those plans are a match-play championship for this year, a long-drive competition, and a new Top 20 point definition for those who are interested.

Our main goal with the new programs is to create new and additional opportunities for participation by our members, with your eyes turned toward providing a fun and educational professional environment at all our activities.

Your thoughts on the new programs are welcome (and encouraged), of course, so let me, one of my fellow officers or one of our board members know what you think.

Thank you and see you soon.

— Roger Goetsch, CGCS

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Out of Bounds: Proper Pesticide Storage

By Dr. Anthony Camerino

Although not thought of on a day-to-day basis, proper pesticide storage is essential for protecting workers and preventing environmental contamination.

The sole purpose of a pesticide storage facility is to safely stock pesticides. The facility is not a mixing and loading station, a place to keep pesticide application equipment, or a warehouse for fertilizers.

During a recent conversation with a local Texas Department of Agriculture inspector, I was surprised to discover that there is not a defined standard for a "legal" pesticide storage facility. Based on that discussion and additional research, the following suggestions are offered to help you store pesticides at your facility more safely:

Do . . .

- Group pesticides by type (e.g. insecticides, herbicides, etc.).
- Organize pesticides so that breakable containers are stored on the lowest level, liquid pesticides on mid-levels, and solid formulations on the highest level.
- Have the bottom shelf high enough off the ground to permit inspection and cleaning.
- Ensure the storage facility's floor is impervious to liquids and free of cracks and holes. Ideally, the floor would be able to retain a volume of liquid equivalent to the amount of pesticide stored in the facility.
- Use shelving made of nonabsorbent materials. Shelves designed with a lip can contain small spills.
- Allow for ventilation, especially in lower areas. Pesticide vapors are typically heavier than air and can accumulate in low areas.

Do not . . .

- Store Personal Protective Equipment in a pesticide storage facility. If an accident occurs in the storage facility, your PPE may become contaminated or you may not be able to access it without risking a pesticide exposure.
- Exclusively store a spill kit in the pesticide storage facility. It is wise to have an additional spill kit stored elsewhere in case your spill kit is made useable during an accident.
- Keep the only copy of your pesticide records in the storage facility. Keep records external to the storage area so needed information will be available for emergency personnel in the event of an accident.

Dr. Anthony Camerino is a Commercial Horticulture Agent with the Harris County Office of Texas AgriLife Extension.

Think about it

"Duffers who consistently shank their balls are urged to buy and study 'Shanks, No Thanks,' by R.K. Hoffman, or in extreme cases, M.S. Howard's excellent 'Tennis for Beginners.'" — *Henry Beard, Golfing, 1985*

SCHOLARSHIP SEARCH CONTINUED FROM PAGE 2

always fun getting scolded when I procrastinated, but the fact that Ms. Bond was there motivating me to excel made it easier for me to really get rolling.

If you are a parent, I encourage you to be the motivating factor for your child and his or her scholarship quest. You may even be able to find a teacher or counselor that does not mind staying on your student's case to make sure the work is done efficiently and effectively.

Most of the load, however, falls directly on the applicant, who should figure out pretty quickly that many of the applications require similar information. That will make copying and pasting one of your biggest allies. Once you've filled out one application, in other words, the rest will be much easier.

Some applications, for example, require essays, each a little different from the last. That simply means you can copy what you've already written for one application, paste it into another and tweak it (if necessary) for the purposes of the latter. Those adaptations are usually minor and often take only a couple of minutes. That is a lot better than beginning with a blank page and writing unique essays for each application.

I probably only wrote four or five essays at the beginning of my application process and used those same essays to complete close to 25 scholarship applications. Using the cut, paste and tweak method, I was able to complete more applications than if I'd written 25 completely different essays.

To further streamline the process, I suggest saving your essays and applications on a flash drive so you can have them readily available for new applications.

I also recommend getting a planner or some type of organizational method that lists all the scholarships you are pursuing and their requirements. If an application requires a resume, essay, and transcript, write each of those items by the name of the scholarship. Mark each item out as you complete the requirement.

That helped me stay on top of what I needed to complete the applications and made sure that I attached all the necessary items needed for eligibility.

Just to make sure your applications finished and submitted on time, give each one a due date that's two weeks earlier than what's shown on the application. Doing that helped me complete my

applications and get them in early.

Doing that also pulled me out of some binds that happened when I misplaced papers or forms required for applications. Because of the "early due date" I had the time to find what was needed. If I had been working with the real deadline, some of the "free money" could have slipped through my grasp.

As I've said, there are many scholarships available and they can be a tremendous help in reducing college costs. Receiving nearly \$40,000 only happened for me because I continually applied and worked hours upon hours to complete and submit every application I could get my hands on.

The money is out there—initiative and effort are the only things keeping many students from getting it. I viewed my scholarship search as my job, and ended up working probably close to 100 total hours pursuing \$40,000. That means that I made about \$400 per hour. Not bad, especially for an 18-year-old high school student.

Shawn Freeman, the son of long-time STGCSA member (and former Board member, John Freeman) is now a freshman at Texas A&M University, where he recorded a grade point average of 4.0 for his first semester.

He was the recipient of a 2007 STGCSA Legacy Scholarship. If you are searching for scholarship help, the STGCSA Legacy Scholarship program is a good place to start—applications will be available soon. See page 11 of this month's Tee to Green for a few other leads.

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Post your injury/illness summaries

Between Feb. 1 and Apr. 30 each year, most employers must post a summary (OSHA Form 300A) of the total number of job-related injuries and illnesses that occurred the previous year.

The summary must include the total number of job-related injuries and illnesses that occurred in 2007 and were logged on the OSHA Form 300. To assist in calculating incidence rates, information about the annual average number of employees and total hours worked during the calendar year is also required.

Employers recording no injuries or illnesses in 2007 must enter "zero" on the total line. The form must be signed and certified by a company executive. Form 300A should be displayed in a common area where notices to employees are usually posted.

Employers with 10 or fewer employees and employers in certain industries are normally exempt from federal OSHA injury and illness recordkeeping and posting requirements. A complete list of exempt industries in the retail, services, finance, insurance and real estate sectors is posted on the OSHA Web site.

The agency noted that this a good time for employers to review their 300 logs and determine where injuries and illnesses are occurring and determine a strategy to reduce, and hopefully eliminate, these safety and health hazards.

Copies of OSHA Forms 300 and 300A are available on the OSHA Recordkeeping Web page at: <http://www.osha.gov/recordkeeping/index.html>.

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The STGCSA Bulletin Board is available for use by all STGCSA members. Call (281-395-4927) or FAX (281-395-9547) Steve Hunter before the 10th of each month to include your job listings, etc., in the following two issues of Tee to Green. You may also contact Marian Takushi (stgcsa@windstream.net or 281-494-0094) to include your job posting on the STGCSA web site.

There are scholarships out there ...

The South Texas Golf Course Superintendents Association presented 18 students with \$19,000 in Legacy Scholarships last year. If you have a child (or children) heading for college, you know how much financial aid helps your kid's cause.

News about the STGCSA's 2008 Legacy Scholarships will be included in the April issue of *Tee to Green*, but for now, take a look at the list of scholarships (below) offered through the GCSAA and the Environmental Institute for Golf. Your child (or children) may fit the qualifications for one or more of the programs listed below, providing you with the opportunity for additional assistance.

Application deadlines are approaching for several of them; others fall later in the year. In any case, you should act now if you have a youngster is eligible for these awards.

More information about and applications for each of these programs (and more) can be obtained by calling Mischia Wright at GCSAA headquarters (800-472-7878) or by visiting the Students section of the GCSAA web site (www.gcsaa.org).

Par Aide's

Joseph S. Garske Collegiate Grant Program

The goal of this program is to assist GCSAA members' children in funding their education at either an accredited college or trade school. It is available to the children of GCSAA members who have been an active member for five or more consecutive years.

There are one to two \$2,500 awards bestowed annually. This award will be renewable for a second year. Applicant must be a graduating high school senior and be accepted at an institution of higher learning for the upcoming year. The deadline for applications is Mar. 15.

GCSAA Legacy Awards

The Environmental Institute for Golf developed this program to provide scholarship assistance to the children and grandchildren of GCSAA members who have been active Class A, Superintendent Members, Class C, Class A-Retired, Class B-Retired or Class AA members for five or more consecutive years. Honorees receive a \$1,500 award.

Applicants must be enrolled full time at an accredited institution of higher learning. High school seniors must have been accepted at such an institution for the next academic year.

This program is funded by Syngenta Professional Products. The deadline for applications is April 15.

Legacy award winners will be ineligible to apply the year following their win. Winners can reapply after a one-year hiatus.

GCSAA Scholars Competition

Selection criteria for this program includes academic excellence, work experience, extracurricular activities and potential to become a leading professional in the golf course management industry. These scholarships range from \$500 to \$6,000.

Applicants must be enrolled in a recognized undergraduate program in a major field related to turf management, have completed at least 24 credit hours or the equivalent of one year of full-time study in the appropriate major, and be a member of GCSAA. The annual application deadline is June 1.

GCSAA Student Essay Contest

The golf course management profession is the basis of this contest. This program awards scholarships totaling \$4,500 to applicants who are undergraduate and graduate students pursuing degrees in turfgrass science, agronomy or any other field related to golf course management.

The original essays should be 7 to 12 pages in length. The winning essay may be featured in the online version of *Golf Course Management*. The application deadline is March 31.

Dr. James Watson Fellowship Program

These awards provide financial assistance for the future educators and researchers of the turfgrass industry. Up to four \$5,000 fellowships are awarded each year. Applicants must be candidates for Master's or doctoral degrees in fields related to golf course management. The annual deadline is Oct. 1.



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2008 SOUTH TEXAS GOLF COURSE SUPERINTENDENTS ASSOCIATION EVENTS

March 31-April 6

Shell Houston Open

April 15 (Tuesday)

Memorial Park GC

Scholarship Tournament

Host Superintendent

Jason Harsh

May 13

Lone Star Texas Cup

Briggs Ranch GC

San Antonio

May 20 (Tuesday)

The Woodlands CC

(Gary Player Course)

Host Superintendent

Jason McConnell

June 10 (Tuesday)

Wildcat GC

(Highlands Course)

Host Superintendent

Don Hoos

July 14 (Monday)

Champions GC

Host Superintendent

Charles Joachim

July 20-22

Texas Turfgrass Association

Summer Conference

Galveston

August 11 (Monday)

Superintendent/Pro Member/Member

Tournament

Braeburn CC

Host Superintendent

Terry Gill

September 21-23

Lone Star Texas Trophy

Victoria CC

Victoria

September (23 or 25)

Astros Game Family Night

October 13-19

Administaff

Small Business Classic

Augusta Pines Golf Club

October 20 (Monday)

Golfcrest CC

Host Superintendent

Lee Gravett

November 11 (Tuesday)

Annual Meeting

The Houstonian CC

Host Superintendent

James Edgemon

December 8-10

Texas Turfgrass Association

Conference & Trade Show

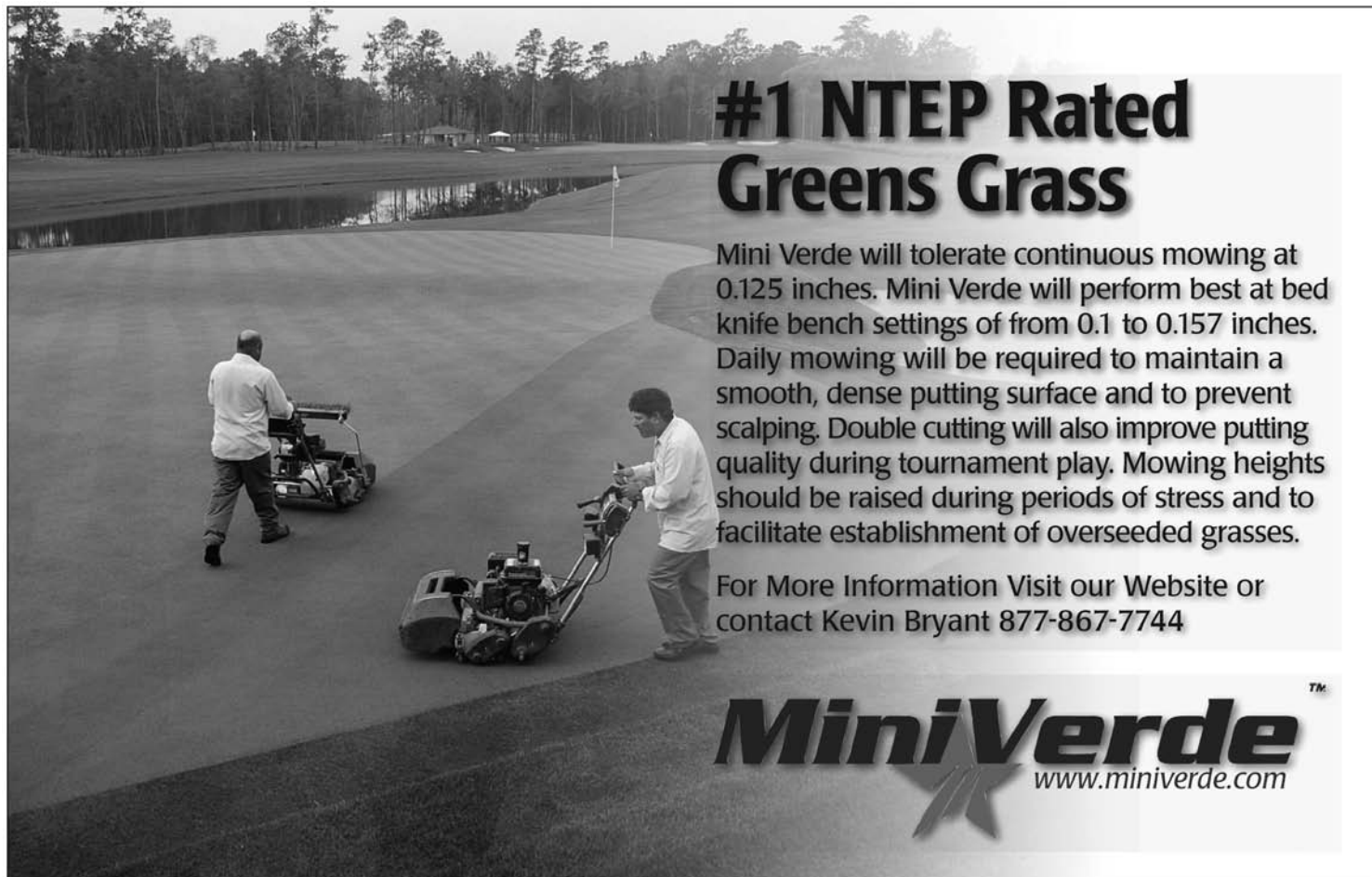
Fort Worth Convention Center

December (TBA)

Annual STGCSA

Awards Banquet and Ceremony

Golf formats for each monthly meeting are available on the internet at www.stgcsa.org.



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For More Information Visit our Website or contact Kevin Bryant 877-867-7744

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