

NICHOLAS SCOTT HILLYARD

OBJECTIVE

To exceed member expectations by providing championship conditions daily and maintaining open lines of communication with club staff and membership.

EDUCATION

Michigan State University, 2-year Turfgrass Management Certificate, March 2003

- Graduated first in class with 4.0 cumulative GPA

University of Iowa, B.A. Elementary Education, May 1998

EXPERIENCE

Tournament Experience

- 2004 Ryder Cup Matches
- 2002 United States Amateur Championship
- 2010 Illinois Open Championship



Hawthorn Woods Country Club, Hawthorn Woods, IL

2006 Arnold Palmer Signature Design – 18 holes

Golf Course Superintendent, March 2010 – Present

- Responsible for managing all Grounds Department activities including but not limited to human resources, departmental budgets, agronomic programs, and all grounds maintenance.
- Manage golf course irrigation via use of effluent water system; maintain strict adherence to EPA guidelines of timing, location, and quantities of applications.
- Manage surrounding community irrigation system by contract through HOA.
- Maintain strict budgetary adherence to maximize profitability for parent corporation.
- Restructured departmental operations and goals to maximize efficiencies and productivity.
- Implemented aggressive agronomic programs to improve course conditioning.
- Effectively communicate regularly with other club departments, as well as implementation of member email distribution list to regularly update on course happenings.
- Successfully guided course preparations and operations for 2010 Illinois Open Championship.



Lake Shore Country Club, Glencoe, IL

1908 Frederick Law Olmsted, Jr./Tom Bendelow Design – 18 holes

Assistant Superintendent, June 2007 – Present

- Facilitated all daily operations within the Greens and Grounds Department to provide championship playing conditions on a daily basis. Directly supervised a seasonal full time staff of 28, including 22 Hispanic laborers.
- Collaborated with the Golf Course Superintendent to develop, establish, and implement long term strategies aimed at achieving recognition as the best conditioned golf course in the Chicagoland area.
- Maintenance philosophy included an aggressive season long greens/fairway topdressing program, low tolerance Integrated Pest Management program, light infrequent irrigation programming, and minimal fertility inputs. Utilized different approaches to various sites as greens are A-4 bentgrass, tees are Penncross bentgrass, and fairways are Poa annua/bentgrass mix.
- Efficiently communicated with other club departments to provide continuous flow in the pursuit of superior member service.
- Oversaw maintenance of 7 clay tennis courts and associated irrigation system.
- Construction of two hard surface tennis courts and associated landscape restoration.
- Worked with Golf Course Architect Ron Prichard to establish long term goals for course improvements.
- Participate regularly in career development programs via attendance at national and regional conferences and seminars.



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EXPERIENCE (CONT.)

Orchard Lake Country Club, Orchard Lake, MI

1927 Colt & Alison Design - 18 holes

Assistant Superintendent, April 2005 - June 2007

- Conducted regrassing of practice green with trials of three new varieties of bentgrass.
- Provided support to golf course superintendent in the management of a high-end 18-hole private facility.
- Maintained tournament conditions daily through sound agronomic practices associated with *Poa annua*/bentgrass green, fairway and tee maintenance.
- Managed the daily operations of the golf course including delegation of duties, staff supervision, quality control, and scheduling. Peak seasonal staff consists of 21 employees including Hispanic labor.
- Oversaw hiring process of staff including job postings, interviews, and employment offers.
- Implemented integrated pest management program under guidance of Superintendent.
- Assisted Golf Course Superintendent in purchasing turf equipment, pesticides/fertilizers, and miscellaneous golf course supplies.
- Created positive lines of communication through daily interactions with the superintendent, golf professionals, starter, membership, and vendors. Attended monthly greens committee meetings.
- Implementation of portions of a Keith Foster designed master plan through projects that have included a driving range renovation and fairway adjustments.



Oakland Hills Country Club, Bloomfield Hills, MI

1918 Donald Ross Design - 36 holes

Assistant Superintendent May 2001 - April 2005

- Provided support to Golf Course Superintendent in the management of both the North Course and South Course.
- Gained knowledge in all aspects of operation and management of a top ten 36-hole facility including: allocation of resources, delegation of work responsibilities, and personnel management.
- Mastered knowledge of pesticide/fertilizer application and calibration techniques, irrigation/drainage installation and repair, and equipment maintenance.
- Mastered knowledge of sound *Poa annua* agronomic practices in conjunction with maintaining a golf course at championship conditions on a daily basis.
- Participated in the preparation and maintenance of a golf course leading up to the 2002 United States Amateur Championship, gained valuable experience in all aspects of tournament preparation including communication with vendors, volunteers, and USGA officials.
- Acted as maintenance staff environmental coordinator. Worked with Michigan State University and Michigan Turfgrass Environmental Stewardship Program to comply with federal and state laws and regulations.
- Assistant Vendor Coordinator for the 35th Ryder Cup Matches; coordinated logistical issues with regard to vendor construction and PGA matters, including village construction, service road installation, potable water installation, and post-tournament restoration.



AWARDS

Voted by fellow full time staff as most valuable player for The Ryder Cup Matches

GCSAA Scholar, 2002

C.E. "Tuck" and Becky Tate Scholarship, 2002

Greater Detroit Golf Course Superintendents Association Scholarship, 2002

Mid-Michigan Turfgrass Association Scholarship, 2002

Trans-Mississippi Golf Association Turf Scholarship, 2002

AFFILIATIONS

Golf Course Superintendents Association of America

Midwest Association of Golf Course Superintendents