

NICHOLAS SCOTT HILLYARD

OBJECTIVE

To exceed member expectations by providing tournament 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

Lake Shore Country Club, Glencoe, IL

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

Assistant Superintendent, June 2007 - Present

- Facilitate all daily operations within the Greens and Grounds Department to provide championship playing conditions on a daily basis. Directly supervise a seasonal full time staff of 28, including 22 Hispanic laborers.
- Collaborate 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 includes an aggressive season long greens/fairway topdressing program, low tolerance Integrated Pest Management program, light infrequent irrigation programming, and minimal fertility inputs. Utilize different approaches to various sites as greens are A-4 bentgrass, tees are Penncross bentgrass, and fairways are Poa annua/bentgrass mix.
- Efficiently communicate with other club departments to provide continuous flow in the pursuit of superior member service.
- Oversee maintenance of 7 clay tennis courts and associated irrigation system.
- Construction of two hard surface tennis courts and associated landscape restoration.
- Work 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.



Orchard Lake Country Club, Orchard Lake, MI

1927 Colt & Alison Design – 18 holes

Assistant Superintendent, April 2005 – June 2007

- Conducted regrassing of putting 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 superintendent, golf professionals, starter, membership, and vendors. Attended monthly greens committee meetings.
- Implementation of Keith Foster designed master plan through projects that have included driving range renovations, clubhouse renovations, and fairway adjustments.
- Designed green speed survey of membership.



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EXPERIENCE (CONT.)

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.
- Supervised crew in absence of Superintendent.
- 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.
- Worked and interacted with a Spanish speaking staff of 35.
- 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 - The 35th Ryder Cup Matches

- Assisted in the coordination of logistical issues with regard to vendor construction and PGA matters.
- Maintained relationships with vendors to create lines of communication with the maintenance department.
- Managed irrigation system issues with regard to delivery, construction, and tear down of tournament facilities.
- Conducted plant growth regulator trials to observe the impact on turf where temporary structures were placed.
- Planned, installed, and tested potable water lines servicing Ryder Cup villages and compounds, including collaboration with city and county departments, mechanical contractors, and irrigation contractor.
- Coordinated restoration of damaged areas in conjunction with golf course manager, and directed landscape contractor in these efforts.



RiverEdge Golf Course, Marshfield, WI

Assistant Superintendent, 1999-2001

Willow Creek Golf Course, West Des Moines, IA

Seasonal Grounds Staff, 1994-1999

Finkbine Golf Course, Iowa City, IA

Seasonal Grounds Staff, 1996-1997

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
 - Member since 1999
- Midwest Association of Golf Course Superintendents
 - Member since 2007