

# STEVEN R. NEULIEP, CGCS

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## CURRICULUM VITAE

Industry leader with excellent networking, resources, involvement and skills as golf course safety expert, **public speaker** and golfer. Proven ability to complete course grow-in, construction and in-house renovations **on time and within budget**. Industry leader with a **solid track record of cross-departmental effectiveness** for mid to high-end facilities, as well as proven leadership across multiple regional and national-level organizations. **Talented, energetic leader** in proactively communicating with PGA professional, general manager, general staff, golf course maintenance staff, golfers, guests and members. Certified Golf Course Superintendent (**CGCS**) **with 30+ years of success** managing top-conditioned golf courses safely, skillfully adapting to different climatic regions.

## CAREER SUCCESSES

### **Neuliep Golf, Fletcher, NC**

2018 to present

#### **Principal**

*Expert witness and forensic investigation of golf course accidents, golf cart accidents, golf course slip, falls & serious injury, golf course employee safety, driving range accidents, club strikes, errant golf balls and neighboring property claims, golf course construction management, golf course signage, golf course cart path construction and maintenance.*

- Expertise includes accident investigation, analysis, reports, dispute resolutions, depositions and court appearances
- Retained by both the plaintiff and defense. I have also been deposed three times
- Performed investigations and written reports for golf course accidents

### **Etowah Valley Golf & Resort Etowah, NC**

2015 to present

#### **Director of Golf Operations (since 11/16)/ Golf Course Superintendent**

*Semi-private 27-hole facility, 250 Acre property, 71 lodge rooms, 2 guest homes, croquet lawns, Hard-Tru tennis courts, swimming pool and many other amenities.*

- Oversee the entire golf operation to include: golf course maintenance, safety, golf play, pro shop and entire equipment fleet management. Oversight of all "outside" groups for charity and fundraising events/ tournaments and their safe execution
- Skillfully authored, orchestrated and implemented all necessary actions and precautions to keep the golf course safely open for business and financially successful during the COVID-19 pandemic
- Oversight of golf cart fleet to include; monthly maintenance, daily preparation and guideline use, training staff on safety protocols. Additionally, oversight of all golf course maintenance equipment and its' safe use on and around the golf course
- Directed staff training on safety protocols and procedures, including for kid's camps and driving range setup for safety
- Implemented use of GPS on golf carts for enhanced golfer safety

### **NutraTruf Agronomic Sales & Service Goldsboro, NC**

2013 to 2015

#### **Sales Representative**

*Fertilizer & nutrient company based in eastern NC, product focus is plant health using organic based ingredients*

- Visited and presented at the vast majority of 120 golf courses in my territory. These courses ranged from two man operations to exclusive private country clubs in Western NC & the Upstate of SC
- Introduced products to two regions, where there was virtually no market share or product awareness
- Authored agronomic plans for multiple golf courses

### **The Chattooga Club Cashiers, North Carolina**

2006 to 2013

#### **Director of Grounds & Project Management**

*Exclusive private country club and residential gated community, croquet lawns & 5-acre putting course, putting & chipping greens, Hard-Tru tennis courts, saltwater swimming pool and many other amenities on 250 acre property.*

- Oversight of \$40+ Million in real estate development. Revamped and coordinated the Architectural Review Board.
- Authored and initiated long range plans for the Property Owner's Association and it's long term success and viability
- Coordinated several major projects to include: secure community water supply, 100,000 gallon water tank design and installation, drilling and bringing on-line three wells and multiple infrastructure improvements to facilitate long term growth

Revised 12/2/2021

CAREER SUCCESSES (Cont.)**The Country Club of Asheville** Asheville, North Carolina

1999 to 2006

**Director of Golf Course Operations***18-hole private facility, \$800,000 budget, soil greens, staff of 22, Bent/Poa greens & tees, Bermuda fairways, 1928 Donald Ross design*

- Chairman of Safety Committee
- Authored safety protocols and guidelines for golf course maintenance department
- Successfully managed three major construction projects on time and within budget including; \$1.4 M irrigation and bunker project, \$800,000 Irrigation lake and drainage project and a \$150,000 tee renovation
- Demonstrated exceptional communication skills with management team and membership including proactive pro shop communication and utilizing multiple channels to educate, inform and receive feedback from members
- Monitored construction practices, provided practical recommendations and collaborated with golf course architect, course staff and players. Safely allowing golf play during major construction projects
- Measured fairway, cart path and bank slopes for player, staff, golf cart and equipment operation safety

**Lost Dunes Golf Club** Bridgman, Michigan

1998 to 1999

**Construction Superintendent***18-hole exclusive private facility, \$700,000 budget, Bent grass tees, greens and fairways, fine-leaf fescue and Kentucky bluegrass mix rough, Tom Doak design, built by Landscapes Unlimited, peak "in-house" grow-in staff of 25*

- Successfully grew-in golf course on dune sand during a drought, coordinated with architect, owner, staff and contractor
- Rated in top 50 in the United States by *Golfweek* (modern course category) 2000, currently ranked 54
- Creatively utilized temporary employment/agencies during a challenging labor market

**Dunes Club** New Buffalo, Michigan

1994 to 1998

**Golf Course Superintendent***Exclusive private 9-hole golf club, USGA spec. greens, Creeping Bentgrass greens, tees and fairways with fine-leaf fescue rough, 30 staff, ranked #1 9-hole Golf Course in the United States by Sports Illustrated in 1997. Owner Mike Keiser that also owns Bandon Dunes*

- Served as a consultant, directed and coordinated purchasing of all chemical and fertilizers for all the eight courses managed by a management company; analyzing all the different needs of each course and recommended based on needs and resources
- Hosted PGA Tour Professionals annually at the Dunes Invitational
- Completed major in-house renovations including rebuilding practice putting green to USGA specifications, adding multiple tee complexes and successfully converted Poa Trivialis contaminated fairways to Creeping Bentgrass

**Lafayette Elks Country Club** West Lafayette, Indiana

1989 to 1994

**Golf Course Superintendent/Asst. G.C. Supt.***18-hole private country club, native soil bent/poa greens, mixture of cool-season grasses on tees and fairways, built on a flood-plain*

- EZGO Golf Cart Training School, Augusta, GA. Focus was on safety, maintenance and record keeping
- Orchestrated efforts to reopen golf course after a month closure due to a 100-year ice storm. Assessing and determining which trees and limbs needed to be removed or trimmed to reopen golf course safely
- Successfully completed multiple in-house projects, managed **limited resource facility** and coordinated golf course research with Purdue University professors

**South Bend Country Club** South Bend, IN

1971 to 1978

*Private 18-hole country club established in 1916. This facility is where I received my introduction and cut my teeth in the golf course industry*

- Caddy
- Locker room attendant
- Pro shop staff
- Golf course maintenance staff

### EDUCATION

Purdue University *West Lafayette, Indiana*

**Bachelor of Science in Agronomy (1993)**

Golf Course Superintendents Association of America

**Certified Golf Course Superintendent**

**Committed to ongoing Professional Development by attending GCSAA Annual Conferences, seminars, web casts, and countless regional & local industry related events**

**Syngenta Business Institute Graduate**

MBA Bootcamp hosted by Syngenta and Wake Forest MBA Program

**Adjunct Professor Blue Ridge Community College**

Flat Rock, North Carolina

**SEAK, Inc.**

Attended 2018 Expert Witness National Conf. and 2021 Virtual Seminars. Studied multiple expert witness training books and DVD sets

### ASSOCIATIONS

- Golf Course Superintendents Association of America (GCSAA)
- United States Golf Association (USGA)
- National Golf Foundation (NGF)
- National Golf Course Owner's Association (NGCOA)
- Carolinas Golf Course Superintendent's Association (Past Board Member)
- TurfNet
- British and International Golf Greenkeepers Association (BIGGA)
- Western NC Turfgrass Association (Past-President)
- Audubon International Program for Golf Courses
- Upstate Turfgrass Association
- Blue Ridge Turfgrass Association
- Michiana Golf Course Superintendent's Association (Past-President)
- Midwest Regional Turf Foundation (Past Board Member)
- DuPont Chemical Turf Advisory (Past Board Member)
- Irrigation Association
- Turfgrass Council of North Carolina
- SEAK, Inc., Expert Witness Conference & Directory

### LEADERSHIP

**Golf Course Superintendents Association of America Member since 1989, Certified (CGCS) since 1999**

- Innovative Superintendent Presentation on Construction at GCSAA Annual Conference 2005
- Currently serve as Grass Roots Ambassador (political liaison) to NC Senator Richard Burr
- Served as charter member (1 of 12 nationally) of the Ambassador's Speakers Program, presenting multiple talks to civic groups in conjunction with GCSAA regarding the benefits of the green industry 1996-1999
- Committees served on: Chapter Relations, Certification, Education, Communications, Elections, Standards & By-laws, Nominating and Strategic Communications
- Portfolio Judge (15+) and Course Attester (2) for Certification Program. Assisted in rewriting of certification exam (2021)

LEADERSHIP (Cont.)**Carolinas Golf Course Superintendents Association Member since 1999, past Board Member**

- CGCSA North Carolina Legislative Action Committee Chairman 2005
- Presented on behalf of the Carolinas GCSA at public hearing on House Bill #1215, pending legislation (NC) on water use
- Innovative Superintendent's Presentation on Construction at CGCSA Conference 2003
- Published articles, *Farmlinks: Putting Research on Course*, *Delegate's Update: News from GCSAA* for CGCS magazine and *The Little Engine That Could and Did Well. Carolinas Green* in 2004, 2005 and 2019
- Annual Conference attendee and regular regional seminar attendee

**Midwest Regional Turf Foundation**

- Past Board Member
- Presented in conjunction with Allen James of RISE (Responsible Use of Pesticides) at the annual 1997 MRTF Turf Conference

**Past President of both the Michiana Golf Course Superintendent Association and the Western NC Turfgrass Association**

**Volunteer Staff for: two Men's US Opens, two Women's US Open, PGA Championship, Tour Championship, U.S. Women's Mid-Am, U. S Senior Am and countless local and regional events (professional and amateur)**

**Special Olympics/Alpine Skiing Coach (2002- present)**

**Honduras Fountain of Life (HFOL) Mission Trip Participant**

**~ Professional References ~**

**Michael Johnstone, AIA- Golf Course Expert; colleague and mentor- (828)-606-6063**

**Bryant Withers- Executive Chef (CEC) and former colleague at two country clubs- (828)-273-2073**

**John LaFoy- Golf Course Architect on the Country Club of Asheville Projects- (864)-458-9073**

**Trent Bouts- former Communications Dir. of the Carolinas G. C. Superintendent's Assc.- (864)-414-3123**

**Tim Rice- General Manager/ Managing Partner Etowah Valley Golf & Resort- (828)-230-4378**