



RhizoSolutions LLC

365 Bortons Mill Road, Cherry Hill NJ 08034

January 11, 2023

To whom it may concern:

Over the past two years, I've had the pleasure of interacting with and getting to know Ryan through an ongoing, collaborative research project being conducting at his facility. While our interactions are focused on evaluating the performance of new technologies, it still has shed some strong takeaways on what Ryan brings to the table as a potential GCSAA board member.

I'll review a few of those:

Curiosity and inquisitiveness – First and foremost, his thirst for knowledge on the “why and how” of new methods and tools to improve turf performance is notable. These characteristics are underscored in his willingness to participate in active research on the course and his effectiveness in communicating the scope and potential outcomes of that research to his membership.

Commitment – When Ryan commits to a program or project, he ensures that the resources are there and that the project is completed effectively and in a timely fashion. Ryan has been an exemplary partner in collaborative studies where he and his team are applying certain proscribed treatments or modifying management practices to optimize test conditions.

Outreach – Through his participation in the First Green program, Ryan has introduced the STEM side of turf and its management to scores of middle school students visiting his course. In conjunction with that program, he has also broadly linked turf managers from the metro-Baltimore/Washington corridor with academic and industry turf researchers from the mid-Atlantic states.

Mindfulness/Empathy – While these may be fashionable buzzwords in some quarters, Ryan embodies them in interactions with members, golfers, and his team. While not appropriate to disclose specific examples in detail, Ryan has worked with staff and golfers dealing with challenging health issues. That someone like me who is there infrequently observes it, speaks volumes.

Humility – Ryan gets it done. He takes care of his team and others. All, without an big ego. It is a pleasure to work with him. He is someone I consider a member of our research team and someone I'm sure will contribute productively and effectively to the GCSAA board.

Phone

+1 609 841 2078

Web

stan@rhizosolutions.com



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365 Bortons Mill Road, Cherry Hill NJ 08034

Regards,

Stan Kostka, PhD
President
RhizoSolutions, LLC

Phone

+1 609 841 2078

Web

stan@rhizolutions.com