

Mike Kincaid

Golf Course Supertintendent

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Career Summary

- Experienced at maintaining world-class conditions, including highly demanding tournament venues
- Thorough knowledge and hands-on involvement in construction, with ability to meet deadlines and budgetary goals using contractors or in-house staff
- Motivated leader with talent to organize and manage staff to perform at a highly efficient level, meeting member expectations
- Passion for the game of golf with an understanding of course conditioning through the players perspective

Experience

OAK HILL COUNTRY CLUB, ROCHESTER, NEW YORK 2011-PRESENT

Oak Hill Country Club is home to two championship golf courses designed by Donald Ross in 1924. Currently the East course is ranked #20 in the country by golf digest. Oak Hill is the only golf course in the country to have hosted every traveling men's major in golf, including the 2023 PGA Championship.

EAST/WEST SUPERINTENDENT JANUARY 2020-PRESENT

- Integral in assisting the Manager of Golf Course and Grounds in preparing, justifying, and managing a \$4.5M operating budget, along with an annual capital budget of \$400K-\$1M.
 - Deliver championship conditions on a daily basis to a demanding membership
 - Sustained ability to effectively motivate, train and lead a staff of 60+ individuals:
 - Facilitate the professional growth of spray technicians, interns and assistant superintendents to fit motto "Be The Best"
 - Support the management of 4 equipment technicians and a multi-million-dollar equipment inventory
 - Excellent working relationships with General Manager, Golf Professional, Executive Chef, Division of Finance, and Human Resource Manager
 - In partnership with Manager of Golf Course and Grounds, strengthened an agronomic program on the West Course with 90 year old poa/bentgrass greens; Develop and manage a detailed agronomic calendar from March-November
 - Managed 36 holes of irrigation requirements, totaling over 3,500 individual sprinklers, to provide aesthetically attractive turf and optimal playing conditions
 - Gained expertise in ancillary area management such as paddle tennis, horticulture, and snow removal, to deliver an all-around country club experience
 - Attend monthly meetings with Tournament Director to coordinate maintenance practices, to provide a prestigious experience for both member tournaments as well as outings
 - Present and active participant at architectural review committee meetings, as well as monthly greens committee meetings
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- Successful planning and hosting of the 2023 PGA Championship:
 - Prepared an in-depth 2023 PGA Championship budget totaling \$750K
 - Worked alongside the Manager of Golf Course and Grounds and Chief Championships Officer Kerry Haigh outlining preparations and procedures for the 2023 PGA Championship
 - Communicated with over 50 clubs and vendors across the country to arrange for 70+ volunteers to assist the grounds department for the PGA Championship
 - Produced an AM and PM schedule for the week of the PGA Championship with a total of 120+ individuals
 - Facilitate the staff on PGA Championship restoration, totaling over \$1.5M
 - Worked in conjunction with Manager of Golf Course and Grounds and Architect Andrew Green on the re-design of the driving range, as well as the establishment of multiple native/fescue areas throughout both golf courses post PGA Championship

EAST COURSE ASSISTANT NOVEMBER 2017–JANUARY 2020

WEST COURSE ASSISTANT JANUARY 2016–NOVEMBER 2017

Integral part in supporting Manager of Golf Course and Grounds on a \$5M restoration project on the renowned East Course. Including construction of 20 new USGA Spec greens, complete bunker renovation, fairway expansions, extensive drainage, and multiple irrigation upgrades and rerouting.

- Worked with architect Andrew Green to achieve his vision for Oak Hill's 2019 Restoration
- Managed irrigation and hand watering practices during the 2019 Restoration
- East Assistant role in preparation and success of the 2019 Senior PGA Championship
- Responsible for designing and installing multiple drainage projects totaling 15,000 linear feet
- Implemented and planned yearly argonomic plan

SPRAY TECHNICIAN JANUARY 2014–JANUARY 2016

Gained extensive experience in agronomic planning and application. Accurately managed an inventory of 150 different chemicals and large spray equipment fleet.

SEASONAL INTERN MAY 2011–JANUARY 2014

Experienced 1st Major championship preparation during the summer of the 2013 PGA Championship.

Tournaments

**2023 PGA CHAMPIONSHIP
OAK HILL COUNTRY CLUB - HOST**

**2022 PGA CHAMPIONSHIP
SOUTHERN HILLS COUNTRY CLUB**

**2021 U.S. OPEN
TORREY PINES**

**2019 SENIOR PGA CHAMPIONSHIP
OAK HILL COUNTRY CLUB - HOST**

**2018 GENESIS OPEN
RIVIERA COUNTRY CLUB**

**2017 WELLS FARGO CHAMPIONSHIP
EAGLE POINT GOLF CLUB**

**2016 MEMORIAL TOURNAMENT
MUIRFIELD VILLAGE GOLF CLUB**

**2015 PLAYERS CHAMPIONSHIP
TPC SAWGRASS**

Tournaments Continued

2014 PGA CHAMPIONSHIP
VALHALLA GOLF CLUB

2011-2019, 2021 JOHN R. WILLIAMS
OAK HILL COUNTRY CLUB

2013 PGA CHAMPIONSHIP
OAK HILL COUNTRY CLUB

Education/Affiliations/Accolades

STATE UNIVERSITY OF NEW YORK AT DELHI
BACHELOR OF GOLF AND SPORTS TURF MANAGEMENT, 2014

GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

NEW YORK STATE PESTICIDE TECHNICIAN

2021 EMPLOYEE OF THE YEAR AT OAK HILL COUNTRY CLUB
