Toxicology, is overseeing the project. Ocean Course at Kiawah Island are due ground-water protection efforts. They Institute of Wildlife and Environmental Agency and the Legislative Water Com-

Ron Kendall, director of Clemson's environmental Quality Board, are co-spon-

"The User's Guide" lists by generic name all products registered in the United States, followed by the different applications, and mowing heights are concerned. A few cases in point:

1. Use high rates of phosphorus for excellent root and top growth and keep the potassium levels also high for sustained disease prevention. Utilize a safe, homogeneous fertilizer granular product that you are personally familiar with.

2. Use "THE SANDWICH" method whereby the turf on putting greens is face the fear of being fired. "I had no chance to defend myself. I had no chance to defend myself."

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Shining the light on grow-in secrets

By TERRY BUCHEN

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President Sweda promises OTF return to basic intent

By MARK LESLIE

Ohio Turf stories, pages 27-29

President Don Sweda intends to re-

Glover retires at NMS

LAS CRUCES, N.M. — Charles Glover, agronomist with New Mexico State University's Cooperative Extension Service, has retired after 15 years of service. Glover joined Extension in 1978 after working eight years as a plant breeder for Taylor-Evans Seed Co. in Tulia, Texas. Since 1990, he has been administrative officer for the New Mexico Crop Improvement Association.

Glover's Extension educational program covered soil fertility, alfalfa, irrigated pastures, cotton and other crops important to New Mexico. He also helped solved problems channeled through county agents' offices. He is now working full-time for the New Mexico Crop Improvement Association and the 1517 Cotton Association, primarily with seed certification and foundation seed programs. He holds bachelor's and master's degrees from NMSU.

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From Tee To Green - The New G-600

The Hunter G-600 is the new high performance head for mid-range golf course irrigation. From the heavy-duty gear drive to the impact-resistant body, the G-600 is ready to go to work on tees, greens, roughs and multi-row fairway installations. The G-600 is available in three full-circle models with uniform water distribution. They include the Check-O-Matic, Hydraulic Valve-in-Head and Electric Valve-in-Head with pressure regulator.

The G-600
- Five nozzle sets. Adjustable from 13 to 32 GPM, 53' to 78' radius
- 3/4" pop-up clears turf and prevents excess water around the head
- Logo cap has built-in recess for yardage markers
- Five-year, over-the-counter exchange warranty

MAINTENANCE

specifically in their turnover and personalities.

"It's amazing: After three years a superintendent becomes incompetent," said Rickert, whose personality clashes with a greens chairman led to his dismissal.

"In 22 years I had 12 greens chairman," said Gilligan. "In a corporation you wouldn't have that many bosses. But in clubs, in most cases you do. When it's a revolving door, people just don't have the time to understand what's going on... Also, trying to deal with them one-to-one is difficult because you're not dealing as equals. It has a lot of social implications, and it's not done in a businesslike manner. You hear super times and again say, 'This guy owns his own business. But if he ran it like he runs this club his business would fall.'"

RESPONSIBILITY TOO YOUNG

Gilligan and Horton agree that most people become superintendents at too young an age.

"We don't have enough experience in dealing with crews and staff, especially... When we become superintendents, all of a sudden we have a half dozen to two dozen employees, and our training [to handle this job] is not adequate," Gilligan said.

"In turf schools, personnel train- ing is almost negligible. You have to learn on your own. Half your budget is your labor and we're not good labor management people, generally."

"It's a matter of learning to listen carefully and communicating your problems with others," Horton said.

"Quite often, you're a superintendent by [age] 23, 24 or 25. There's no ladder. There's only one or two steps. You start as a crew member, or assistant superintendent and you're there very quickly."

AGRONOMY BY COMMITTEE

Pressure to maintain green — and fast — putting surfaces regardless of the circumstances brings fear to the hearts of many of his colleagues, according to Rickert.

"If the greens were fast, they weren't fast enough — ever," for his members, Rickert said. "That pressure is tremendous.

"I feel that the members' mandate to keep the turf green had caused him to use "too much pesticide and too much fertilizer."

Working on an old course with small, severely sloped, pop-up greens, Rickert met his match in 1993. His greens committee ordered that he not aerate the course. He said that manifested existing agronomic problems. Shortly after, Rickert found himself without a job.

"Superintendents are being forced to do what they know is not sound agronomics," he said. "They do it and then they're dumped. You can't say, "No" because they'll find someone else."

The answer, said Terry Buchen, superintendent at Double Eagle Club in Galena, Ohio, is to leave.

"The superintendent reports to the greens committee, but the committee must rely on the superintendent to tell it what needs to be done. If it doesn't, my advice is, 'Walk.'"

"If somebody tells me a way to grow grass that I don't think is correct, I'll go to work for somebody else. I think a lot of guys feel that way."

Buchen suggested that superintendents put all such incidences "in writing, in a report."

POOR CONSTRUCTION A CRUSADE

Poor construction of courses reportedly has also led to firings of superintendents, according to Dee Greninger of Whittmoor Country Club in St. Charles, Mo.

Horton agreed. "I can think of one case recently. A good superintendent was sitting on solid clay greens. A hot and humid year came along and he lost his job — not for his inability to communicate but because of his supervisor's inability to listen and understand."

AN 'AGE'-OLD PROBLEM

Gilligan, who had been at his old club 22 years when he was fired, claimed management often looks at the bottom line of its expenses when deciding to fire a superintenden - but not for his inability to communicate because of his supervisor's inability to listen and understand."

AN 'AGE'-OLD PROBLEM

"In my case, they hired a superintendent half my age," he said. "I don't know what they paid him. But that happens in all cases where a super is fired. They hire a younger person and you assume they're paying him less. Those things are hard to prove."

BRIGHT SIDE

Horton, who landed on his feet at Pebble Beach Co. and has received two recent promotions, is optimistic for his comrades who lose their jobs.

"Often I look and see a person is probably going to end up with a better job. They may go through a couple of years of trauma. But they will be better off in the end."