Ask about his family and he emphasizes about 29-year-old son Scott "whose resume is better than mine." But ask colleagues of Canada's 1998 Superintendent of the Year and they remark about a man who has greatly impacted this career field.

"Bob Heron has a good relationship with his members and he produces a positive personality, which makes him fun to be around."

"R. Tee's contributions to the game of golf locally, nationally and internationally have been many and continue to be ongoing," said golfing pal Paul Dermott of Oakdale Golf & Country Club in Downsview, who nominated Heron on behalf of the Ontario Golf Course Superintendents Association. "He's a good player and always turns out a playable and well-maintained course for his membership. He's always been a real proponent of bentgrass, and he was one of the first ones up here to experiment with some chemicals to eradicate poa annua."

Indeed, several innovations in golf course maintenance have been pioneered by Heron. He added a greens cover to his greens during the winters by laying down a strong netting, spreading a layer of straw over that and then covering both with a greens cover.

Continued on page 25

**Headhunters are the new niche in job placement**

**By TERRY BUCHEN**

WILLIAMSBURG, Va. — While networking with fellow course officials and investigating local and national job-referral services have long been used to discover superintendents' jobs, search firms, or "headhunters," are gaining credence with clubs and general managers.

"We are sensing there is a growing need for using search firms such as ours in the recruiting of superintendents and directors of golf maintenance operations," said Richard Farrell, a partner with Golf Search Personnel in Clemint, Fla. "We found we can be a neutral source for private clubs, ensuring no favoritism is involved as there can be in club politics. Also, using a search firm brings the confidentiality that needs to be involved in a search."

Headhunters follow a similar format, though each has their own unique style.
Bubble Covers bring extraordinary results

Continued from page 19

"This was effective in most cases, but was time-consuming, and removal was also very time-consuming," he said. "But the main problem is, it's a living material... Also, in a mild winter, the greens did not come out so well."

Gauthier and his colleagues in the Northern regions considered that a perfect method of winter greens protection would include:
  - control of water;
  - isolation, such as an inorganic temperature buffer;
  - ease of installation.

When a Bubble Cover salesman knocked on his door in late 1995, Gauthier jumped on the idea. "I knew it would be perfect," he recalled.

The product is sold from 4- to 28-foot widths, and Gauthier spent $26,400 at 11 cents per square foot. He figures the Bubble Covers, which should be usable for at least six years, will save $5,336 or more per year.

Using straw cost $7,000 per year for the straw and $4,560 in labor and disposal costs. The Bubble Cover costs only $1,824 in labor, and the $26,400 spread over six years equals $4,400.

Gauthier spelled out the process of covering his greens with the bubble material, which is so strong the bubbles do not pop even when jumped upon.

First, the plastic netting is laid over the green. Mouse repellent is sprayed over the green. The Bubble Cover is spread out over the netting and is clamped down with long, fluorescent-pink staples so they can be easily found come spring. All this is held down by a permeable greens cover.

"This top cover," he said, "is very important and we have to pull it all the way back from the green. If not clamped down well, wind will tear it out."

In his experiments Gauthier placed household heat monitors inside the greens, with a sensor near the middle of the green and the monitor in a Ziploc bag at the edge of the green.

MINIMIZE DRY WILT AND WINTER DESICCATION

Golf Course Superintendents, Turf Grass Managers, Sod Grass Growers and Nurserymen are praising the results of Regal Crown.

Regular use of Regal Crown root growth stimulator exhibits phenomenal results. Turfgrass types such as bermuda, bent, zoysia and others develop more roots that are healthier and penetrate deeper. More roots imbedded deeper into the soil means better nutrient and moisture uptake creating thicker, greener tops.

Regal Crown is a blend of hormones specifically designed to promote root growth in turfgrasses and ornamentals. Used regularly, Regal Crown roots can minimize hot weather dry wilt stresses and winter desiccation.

BIGGA chairman calls on supers to 'uphold golf's heritage'

By MARK LESLIE

TORONTO — Golf course superintendents have a duty to the game and must uphold its heritage, something that maintaining "unnatural conditions" does not accomplish this, according to Gordon Child.

Child, a retired superintendent and chairman of British & International Golf Greenkeepers Association (BIGGA), said golf course caretakers should agree to certain basic principles of maintenance.

"One thing that does irritate me greatly is golfers telling us how we should achieve what they want," Child told his colleagues in a session at the 50th Canadian International Turfgrass Conference & Trade Show held here in March.

Saying that his "basic principles" are based on golf's traditions and not necessarily for every superintendent, who may face environmental conditions that require other maintenance measures, Child spelled them out.

"First, we don't realize how little fertilizer grass needs," he said. "I believe we only need to use limited phosphates. In the UK [United Kingdom], some of the best golf courses you see are on very low phosphate readings and some of the worst are on high-phosphate readings... "The Old Course at St. Andrews uses very little phosphate, yet the course stands up to a lot of play."

St. Andrews, he said, also "encourages the fine grasses to dominate, and they do."

Child added that applying nitrogen more is far less expensive than phosphate and is more consistent and reliable. Another element Child cites is "free drainage."

"Irrigation is far too readily used," he said, even though grass will not live without it.

He suggested that superintendents keep their courses dry, "but never ever to the point of burning the turf itself."

Referring to the many schools of thought about top dressing, Child said, "We should think of top dressing in relation to the root zone."

"Saying that a "pure sand green" builds up humus and therefore is not pure sand for long, he said that changes the way of dealing with the question of top dressing."

"I think we should add some sort of humus into the root zone," he said.