and in grooming employees for jobs that it is obvious they can do best, Phillips said. He suggested the main reason that supt.s should concentrate more on training the men under them is that more skill than is generally admitted is required to operate such things as seven gang mowers and green mowers and in keeping course equipment in shape.

**Ellen Speaks for the Women; Steals Show**

“Selling Yourself” was the theme of the Monday afternoon gathering in which Keith Nisbet, Westview GC, Aurora, Ont., introduced these speakers: Fred V. Grau, agronomist, Hercules Powder Co.; Robert L. Russell, assistant executive director of the PGA; Ellen H. Gery, well known Florida woman amateur golfer; and Frank Goodwin, marketing professor of the U. of Florida.

Scholarly Fred Grau suggested that every supt. because of the overall demands of his job, should attempt to continue his general education even though he may be recognized as a wizard at growing grass. Grau especially recommended reading Psychology in order to understand why people around a club, members and fellow employees alike, react to certain situations as they do. To develop fluency with the typewriter, the Hercules agronomist told the audience that the occasional writing of papers on turf subjects, not necessarily with the intent of publishing them, is an excellent mental exercise that teaches a person how to put his thoughts in order and enables him to widen the scope of his knowledge.

Grau also recommended that the supt. show more imagination in making his course a better place on which to play. But he cautioned against allowing imagination to run loose to the extent that the ridiculous is introduced. Part of Grau’s material was taken from Howard Smith’s “Develop Your Executive Ability”, a book that the speaker recommended as required reading for the person who wants to enlarge his outlook.

**Solved Congestion Problem**

Bob Russell of the PGA spoke in competition with an electric drill that was probing the plaster just outside the conference room, but he struggled manfully to a conclusion, making this point: If you’re not doing a good job of public relations, you had better get started. Russell pointed out that the supt. may get the impression that he’s a forgotten man around the club, yet he can’t escape the fact that he’s dealing with more people than perhaps the average business or professional man, and it’s up to him to establish congenial relations with everyone. This can’t be done in a passive way, but calls for positive action on the part of the greenmaster.

Russell said that one of the best examples of public relations that has been called to his attention came at a club where there was a good deal of congestion at the 10th tee. It caused so much grumbling that the supt. finally was forced to do something about it. It occurred to him that if he put a small practice green behind the tee, the players would get their minds off the delays they had to contend with. The installation was made and the supt. became something of a hero around the club.

**Ellen Tells ’em**

One of the most refreshing speakers of the entire education program turned out to be Ellen H. Gery, who finds time to be a leading Florida golfer in between making real estate deals. Miss Gery put such questions as these to the turfmasters:

Why do you invariably topdress greens the day before women play a tournament?

Why don’t you recognize that Ladies Day is an established institution and save your heaviest maintenance work for some other day?

Why don’t men realize that if they bar women’s play during certain hours on Saturdays and Sundays, the restricted periods always are the most desirable ones so far as the lady swingers are concerned? That is why the gals are so determined to slip through or around these time barriers.

Women Want Suffrage

These questions were submitted in good humor and in a bantering kind of way, but Ellen undoubtedly put across the point that even if a woman can hit the ball only 50 yards with her Sunday drive, she wants 100 per cent suffrage on the golf course.

One observation that Miss Gery made completely titillated the audience: “I’ve known cases,” said she, “when we have set dates for women’s tournaments, then surreptitiously changed them to foil the
supt., only to come out on the latter dates to find that the greens had been freshly topdressed."

The only solution Ellen sees to the whole frustrating problem is that women simply are going to have to learn how to putt on topdressed greens.

**Southern Accented Philosophy**

Monday afternoon's final performer, effusive Frank Goodwin, who apparently bubbles with a special brand of oratorical lox when he comes within 50 miles of a speaker's pad, gave his audience repeated chuckles with excerpts from his Southern accented philosophy. Here are some of them:

- It's not what you say that leaves an impression on people. What really count are the actions, gestures and expressions that reinforce your words;
- Of every five people you deal with, one is an agreeable person and one, a stinker. The remaining three will either go along with you or oppose you, depending on your attitude when you approach them;
- The first impression you make permanently types you in the mind's eye of the other person. Nothing you do thereafter ever really changes that impression.

**Specialists Take Over; Discuss Heavy Topics**

At the Tuesday afternoon meeting, Harry McSloy, supt. of the CC of Virginia, Richmond, introduced these speakers: Houston Couch, plant pathologist, Pennsylvania State U.; Granville Horn, turf technologist, U. of Florida; William Trogden, soil and crop science dept., Texas A & M College; Charles L. Hosier, meteorologist, Pennsylvania State U.; and a panel composed of Robert C. Dunning, pres., Bob Dunning, Inc., Tulsa; S. A. Fredericksen, Mallinckrodt Chemical Co., St. Louis; Roger Thomas, Jacobsen Mfg. Co., Racine, Wis.; and Robert H. Wiley, Aero-Thatch, Inc., Rahway, N. J.

**Couch Is An Author**

Houston Couch, the young Penn State pathologist who is more of a toothpaste ad than a professorial type, revealed that he had just completed a book, "Disease of Turfgrass" (Reinhold Press), after five years of work and rather unabashedly suggested that the supts. buy it even if they don't read it. Couch asserted that perhaps the biggest obstacle to disease control comes from improper identification of the organism that causes the trouble. He urged that the greensmaster make an intense enough study of turf pathology to know under what conditions, and in what locality and seasons, specific diseases may occur before he plunges in with a control that may or may not be the correct one. "If diagnosis is correct," Couch said, "the battle is 90 per cent won because there remains only the application of the proper fungicide to head off the disease."

Couch called particular attention to certain things that may largely counteract or totally defeat treatments. They are: Failure to follow the manufacturer's directions, the most common; Use of fungicides that have their potency reduced because they have been stored too long; Use of spray equipment that hasn't been thoroughly cleaned following application of a fertilizer, herbicide or some other fungicide. Particular stress was put on the latter point because there is a tendency to blame poor product performance when a fungicide doesn't work rather than the condition of the equipment with which it is applied.