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will erase all evidence of mottling. Do keep records on the day-to-day performance of your greens.

Q. When we seeded our new tees to Merion bluegrass and Pennlawn fescue we added a very small quantity of Penncross bent. We mow at one-half inch. Nitrogen (slow release) is at the ten-pound level. Now, just two years later, we have over 90% Penncross cover on some tees. At one-half inch we have great appearance but rather soft footing. What is ahead of us? (Maryland)

A. Management for Penncross bent is a must. This means mowing at one-fourth inch, water control to stay on the dry side, and vigorous thatching at intervals to maintain firm footing for golfers. Your golfers will appreciate properly-managed Penncross tees. We've seen some beautiful ones.

Q. One of my boys who has worked for me now has a job with the company. He is most happy when he is working with grass. He is a sincere, dedicated young man who has that special ability that a golf superintendent must have. He has talked it over with me and I’ve reached the end of my rope. He would like to hear from you and to hear your version of opportunities in our turfgrass profession. I would like to enter him in the winter turf school at Penn State. Any help that you can give him (and me) would be appreciated. (Iowa)

A. The demand for well-trained young men in the turfgrass industry is unprecedented. Dr. Joe Duich, reporting at the annual meeting of the Pennsylvania Turfgrass Council recently, said that he has about three positions open for each graduating student.

There is room at the top for young men who aren't afraid of hard work, and are willing to take the time and go to the expense of getting the training necessary to assume responsibility.

Consider for a moment that, each year, thousands of acres of prime farmland are converted to turf areas—golf courses.

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FRED GRAU

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schools, homes, churches, office buildings, industrial plants along expressways, highways. Consider, too, that untold millions of dollars are utterly wasted because there are not enough trained men to help educate turf suppliers and users. Very few states employ extension personnel to assist turf projects. Research is hurting for high-caliber men. Turf teachers are so overextended they don't know where to turn.

The person who sent me your name is an effective and highly-respected golf superintendent. All the assistance of which I am capable is yours to command. I suggest that, if you are sincerely interested in a career in turf, send in your application at once to the school of your choice: Dr. Joe Duich, Pennsylvania State University, University Park, Pennsylvania; Dr. William M. Daniel, Purdue University, Lafayette, Indiana; Dr. Eliot Roberts, Iowa State University, Ames, Iowa; Dr. Joe Troll, University of Massachusetts, Amherst, Massachusetts.

Q. We found the October-November issue of GOLFDOM very interesting, especially the article on equipment needed for an 18-hole course. We have 18 holes, 7,000 yards, greens 5,500 sq. ft. average, manual irrigation on greens and fairways. Last summer (very dry) we watered the course 24 hours a day for 6 weeks (unusual). How many men do we need to maintain the course? We shall appreciate any rules available in setting up a budget. (Michigan)

A. Your problem can be solved best by consulting members of your local golf course superintendents association and getting opinions based on terrain, prevailing wage rates, amount of hand labor needed because of architectural eccentricities, kinds of grasses present and level of perfection demanded. Some associations have on file a record of courses surveyed for just the purpose you have in mind. Your own Michigan Turfgrass Foundation may be able to help you. There are other considerations that must be taken into account in determining 1) how many men and, 2) how much will it cost. Who takes care of the clubhouse grounds, the golf cars, etc.