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Hole Notes

The official publication of the MGCSA

Vol. 49, No. 1 January/February 2015



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Kevin Clunis CGCS, on left, seen here at the 2015 NGE with Greg Hubbard CGCS, was selected to be awarded the MGCSA Distinguished Service Award. Join your peers and celebrate all of Kevin's accomplishments at the March Fresh Start Mini Seminar on March 12th.

February 25

The National

Hard Rock Cafe, San Antonio

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Larry Gorman

March 10

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March 12

Fresh Start Mini-Seminar

Town and Country Club

Host Bill Larson CGCS

March 16

Badgerland Outreach and Forum

Wild Ridge/Mill Run

Eau Claire, WI

Host Adam Murphy

March 18

Assistant's Spring Seminar

TPC Twin Cities

Hosts Mark Michalski and Todd Kranz

March 23

Spring Shoot Out

Minnesota Horse and Hunt

Hosts; The Arrangements Committee

Erin McManus, Mike Manthey and

Brandon Schindele



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DAVE KAZMIERCZAK, CGCS
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clean beaches and clear water?

Visit Culebra



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Presidential Perspective

by Jake Schmitz, Superintendent at Olympic Hills Golf Club

Stewardship.
It's a word
that is set into
many, many

different contexts. If you have any religious affiliations, you have probably heard of stewardship in terms of utilizing your time, talents and treasures for the good of the church. "Greenie's", tree-huggers, and naturalists are known for their promotion of environmental stewardship.

Most importantly for our purposes here, golf has also used the stewardship buzzword to positively portray the efforts that clubs and course managers make for the overall good of the environment. Stewardship is a hot button word these days – so what is it?

Merriam-Webster defines stewardship as: 1.) The activity or job of protecting and being responsible for something; and 2.) The careful and responsible

management of something entrusted to one's care. While both definitions are acceptable, point #2 is very relevant when applied to both our livelihoods and the role of the MGCSA.

Being entrusted with the care, coordination and resources of a golf club is no small undertaking. It is something we all take seriously because it pays the bills at home and it is a rewarding career. The careful and responsible management of something that is not our own precisely defines our jobs in golf course management.

Likewise, the MGCSA Board of Directors has been entrusted with the careful and responsible management of our association as a whole. Our membership-elected directors are a group of individuals who have chosen to allocate their time and talents for advancing the art and science of golf course management and

promoting the welfare of its members and the profession. These people have volunteered to strengthen an association that promotes a profession of service. They take it seriously because they believe a positive impact for golf can be achieved through research, education, advocacy and outreach – all attributes of the association for which we are responsible stewards.

Personally, I remain excited to be involved with a group of people that share the same

passion for strengthening the MGCSA. The more time spent volunteering for board positions, the more one comes to realize just how important our association is for golf in Minnesota. I look forward to serving as the MGCSA president in 2015, and being a good steward of the responsibility placed upon me by the membership.

Thank you for the opportunity, and best wishes to all as we prepare for the upcoming 2015 golf season!



2015 MGCSA BOD (l to r) Brandon Schindele, Larry Gorman, Jamie Bezanson, Dave Kazmierczak CGCS, Jake Schmitz, Mike Manthey, Todd Kranz, Adam Murphy, Jeff Girard, Erin McManus and Roger Stewart CGCS. Not Shown Mark Koepsell and Bob Porter

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Host Bill Larson, CGCS

Fresh Start Mini Seminar sponsors, Chris Hoff and Brad Smith with Winfield, are very excited about this year's format and quality speakers. It is expected this event will be well attended so register early. Thanks to Jeff Girard and Mike Manthey, Co-Chairs of the MGCSA Educational Committee for their hard work in planning this great event and Winfield for their support!

- 7:30 - 8:00** Registration/Networking with assorted pastries and coffee
- 8:00 - 9:30** Dr. Bob Milligan: Attracting and Retaining an Outstanding Workforce I
- 9:30 - 9:45** Networking Break
- 9:45 - 11:00** Dr. Bob Milligan: Attracting and Retaining an Outstanding Workforce II
- 11:00 - 12:00** Tim VanLoo: Bridging the Generation Gap in the Turf Industry I
- 12:00 - 1:15** Lunch, Beef Burgundy, and Awards Presentation
- 1:15 - 2:15** Tim VanLoo: Bridging the Generation Gap in the Turf Industry II
- 2:15 - 3:30** Dr. Angela Orshinsky: Snow Scald, A New Winter Threat
- 3:30 - 4:00** Cash Bar service available

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In Bounds

by Jack MacKenzie, CGCS

Anniversaries are interesting as they are simply dates denoting

specific events in a time line, yet they evoke such varied emotions. Birthdays, Memorial Day, marriage, death, graduation, retirement, employment, communion and so many more; the remembrance of achievements can fill a calendar and will elicit a palate of feelings as broad as the color spectrum.

My wedding day was special, as it initiated the boldest and most joyous relationship in my life. My Mother's death was strange, as it too draws feelings of sad joyfulness, if there is such a thing, as she had been suffering for quite some time and her final days brought my siblings and me closer than we had been in years. Veteran's Day will find me on the phone sharing pride and thankfulness with those in my family who put themselves in harm's way for my privilege, liberty and lifestyle. However my greatest, and perhaps most personal, "date" celebration is March 6th, and just a short time from now. This year is a biggie for me as I

recognize 20 years of sobriety. Funny when I think back, two decades is roughly how long I had been a successful and practicing drunk. At the age of fifty-five, I take pause and consider what brought me from the brink of self-destruction to an individual seeking patience and guidance rather than solstice from a spider in a bottle.

In my mid-teens, I began raiding my parent's liquor cabinet, splashing whatever I thought would go unnoticed into a Scope mouthwash bottle and stashed in my bedroom closet. This dereliction was an unfortunate twist for my oldest brother, as my parents suspected him of being the pilferer (and for all I know he was skimming as well!). Mom also had the "taste" and likely didn't miss too much of my harvest.

That bottle of "The Freshest Fresh" made it to many juvenile parties, however it took a turn for the worst one time when I added Crème d Menthe and sabotaged the concoction. YUK! I also recall cleaning up left over cocktails after many of my parent's dinner parties, raiding the beer trough on the seventh hole at the White Bear Yacht Club during outside

events and helping myself to my sibling's reserves as they were much older than me.

Fortunately for them, I finally found my weekend connection for the Wisconsin booze run and eventually became a liquor horse myself. Working upon the golf course only facilitated my growing proclivity, as it was a nice income stream, a great place to hide my extra commodities and hangovers eventually worked themselves off. It was wonderful to have that trough full of beer on Mondays too!

College was crazy. Weekends began on Sunday night and the party went all week long. A smart student, my grades maintained themselves at a 'B' average, and in hindsight I wonder where I could have taken my education had it not been for rum and cokes and Special Export beer.

My consumption continued and grew throughout my career rise, my first marriage, my children's births, my divorce and finally it came to a halt when 20 years after my liquid journey began, I paused and began considering my sanity...or lack there of. In truth, it really wasn't a big mystery to me as I had suspected my compulsion for

several-okay, many years. It isn't hard for an alcoholic to know that they are a drunk...stopping is the difficult task.

I was in the middle of the tail end of a post-divorce rebound relationship that, although an excellent educational life learning experience, had lasted two years too long and tended to be a continuous and reasonable excuse for my drinking ways. Unfortunately for me, good days were becoming a rarity and my growing fear of insanity sent me first to a 'shrink' and then to the spin dryer for a 30-day detox.

"You will never make it," my outpatient counselor had told me on several occasions, "you have underlying anger problems and likely an inability to overcome your self-constructed crutch". The gauntlet thrown, it was a tremendous pleasure of mine to march into his office on March 6th, 1996, shake his hand and show him my one-year sobriety medallion. I have never looked back; yet reflect upon my sobriety often.

Financially, being a drunk was very costly. By the time I quit I was consuming up to one pint of vodka on my drive home from work and several beers, "to cover my breath", when I made it to my castle. Weekends passed

with a minimum of a liter of vodka, more beer and a trip to Wisconsin if I was running low on Sunday morning. In my later years I couldn't count the number of sober days on one hand over the course of 365. Pure insanity.

Perhaps my greatest regret was missing the opportunity to make and keep close friends. In the formative years of relationship building, I was much more concerned with keeping my affair with the bottle secure and safe from encroaching distractions. I was such a phenomenal and well-practiced closet drunk that my first wife never suspected my problem, and in turn I didn't nurture our relationship enough to give her the love she deserved. Our divorce was merciful as it allowed her to find the man of her dreams and me the chance to grow up.

I met my current wife three years into my sobriety. Three years of celibacy for that matter, as I cautiously tested the waters of what it was like to be a man without any intrusive compulsions cluttering up my mind. Drinking and covering up drunken behavior was so taxing to my system that I hadn't really matured and in the process never learned who the real "Jack" was.

Through the process, I expanded my relationship with who I perceive to

be my "higher power". At first, my prayers were for sobriety; one minute, five minutes, one hour, one day, one month and one year at a time. Now my friendship with God has enabled me to face many new challenges with an internal support system that is both comforting and ever challenging at the same time.

Twenty years into my new lifestyle I feel pretty good about who I am. In fact, I wouldn't want to be anyone else and consider myself one of the most fortunate people I know. I cherish my wife, enjoy my children, revel in my job, appreciate my siblings and father, delight in the sunrises and savor the sunsets. I amuse myself with old memories and fondly look forward to new ones, consider with fear the scary possibilities and am ever grateful that I was, and still am, challenged with the eagerness to drink.

For you see, the nightmare of alcoholism is very sobering, once you are sober. Having been a drunk, the very real threat of slipping back into insanity is extremely stimulating. I don't ever want to go "back there" and will do everything in my power to maintain my sanity.

On this my 20th anniversary, I celebrate my sobriety and all of the lessons my drunkenness brought into my life.

You are invited to:
The 2015 MGCSA National Hospitality Night
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GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

Strategy, Forward Thinking By the MGCSA

Steve Randall – GCSAA Associate Director, Chapter Outreach

On February 9, members of the Minnesota GCSA met at Cragun's Resort for a retreat and a facilitated strategic planning session. The event was an effort to redefine the mission, vision and goals of the organization. The group expressed a great interest in setting up 2015 initiatives and to focus on concepts for the near future. This document recaps that event.

Those in attendance:

Roger Stewart, Past President

Jacob P. Schmitz, President

David A. Kazmierzczak, Vice President

Erin McManus, Secretary/Treasurer

Jack Mackenzie, Executive

Jamie Bezanson

Jeff Girard

Mike Manthey

Todd Kranz

Brandon Schindele

Mark Koepsell

Larry Gorman

After introductions the group was asked what their expectations were for the meeting. The following comments were provided:

Expectations:

- Understand Association Financials
- Affiliate membership/Relations
 - o Engage them as more than just members
 - o Give them "value"
- Separate Wee One from Operations
- Funding for U of M/Review of what we're doing/Future
 - o Financial Goals/Les Bolstad Project
- Scholarship Program
- Participation
- Grow allied partner relationships
- Get board reps from outside the metro

Next, the group executed a SCOR analysis, discussing the chapter's



Wide awake and attentive at the MGCSA 2015 BOD Retreat. GCSAA Regional Director Steve Randall leads the group through Strategic Planning.

strengths, challenges, opportunities and threats (numbers indicate the top priority areas in each item).

SCOR

Strengths:

- Outreach (3)
- Advocacy (1)
- Education (3)
- Research
- Giving Back
- Finances
- Camaraderie
- Organization and structure
- Communication
- U of M Membership

- Executive Director (1)
- GCSAA Relationship

Challenges:

- U of M
- Member Participation (1)
- Wee-One Funding/Schedule
- Affiliate Engagement
- Apathy
- Committee Participation (2)
- Legislation/Environmental/Water Use
- Regulation
- Workload for ED

Opportunities:

- Outfront on regulations
- Outstate groups (3)
- Affiliates (1)
- University of Minnesota
- Assistants
- Equipment Managers
- Fundraising (golf event) (1)
- Alliet association
- Communications/Web Site
- Improve magazine and content

Risks

- Legislation (3)
- Regulation
- Member/affiliate apathy (2)
- U of M relations
- Cost/Value (1)
- Succession planning/Staff and Board

Through the SCOR analysis, it was apparent that improving the chapter's relationship with affiliate members, and environmental stewardship were key components. The chapter is providing solid educational opportunities and outreach. Outreach was listed as an opportunity in session in 2013, and is now listed as a top-3 strength.

Mission Statement

The Minnesota Golf Course Super-

intendents Association:

“Advancing the art and science of golf course management and promoting the welfare of its members and the profession.”

This will remained unchanged from the 2013 session in which a long mission statement was condensed into the current version. The statement was approved and will be incorporated and communicated to the membership. It was discussed that the mission statement should be known and understood. It should be a tool to discuss with members and potential members the existence of the chapter. Following the mission statement, we discussed the vision of the chapter. “What does the chapter want to look like?” “How do members want to view the chapter?” The group focused discussion on five areas. In our previous session, there were 5 bullet points to outline our vision. This vision statement condenses our efforts as follows:

Vision

- The Minnesota GCSA will be viewed as a leading regional organization in golf course management, at the forefront on issues regarding

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advocacy, education, research and the environment.

Following the discussion on our mission and vision statement, we moved into a goal setting and action item exercise.

Goals

- 1) Develop a membership needs/feedback survey (have results by Jan. 2017)
 - a. Establish a committee to develop and deliver the survey (Feb 2016)
 - i. Create a mission/reason for the survey
 - ii. Consider survey for affiliates (in 2015)
 - iii. Board driven establishment of committee to create survey
 - 2) Work with the MGA and possibly attain a matching GCSAA Chapter outreach grant to develop articles on Research Monies for Golf (Rounds for Research) and Advocacy efforts (monies for rounds to be developed in May). Article on advocacy in July
 - a. Also work with MGA to secure advertising space with articles to promote the profession to 85,000 members
 - b. Jack will write advocacy piece
 - c. Dave K will complete rounds 4

research article

- 3) Develop a financial plan with invested funds to earn at least 4% interest (by end of 2015)
 - a. Form a finance committee (May 14th) to provide recommendations which include:
 - i. Comfort level of dipping into funds
 - ii. Amount of funds that can be pulled at once
 - iii. Determine the monies and amount to be invested
 - iv. How should interest be used?
 - v. Other items determined by committee and to possibly develop an SOP

Action Item:

- (Next board meeting/committee meeting)
 - o Discuss operations at outreach events
 - o Consider pricing fees for non-member with a member to attend
 - o Content of the events
 - o Which groups to target
- Web site e-commerce. Look to pay for events, member dues, etc. on line. Also look at web site and how to add and edit information.

Other Discussion:

The group also discussed its relationship with the University of Min-

nesota and have requested a regular update on projects which show how MGCSA funding has been influential.

At this point, the participants were satisfied with the progress made during the session. Everyone reviewed the initial objectives for the meeting and all agreed they had been met.

There was enthusiasm among attendees to push forward and work to accomplish these items. GCSAA

staff will also assist, as needed, in goal accomplishment as well as reviewing this document to ensure it is current and meeting the needs of the chapter.

BOD Note: The MGCSA wishes to acknowledge the help Steve Randall, GCSAA Regional Director, brought to our strategic planning session and are grateful to the GCSAA for providing this exceptional service. Thank you GCSAA.



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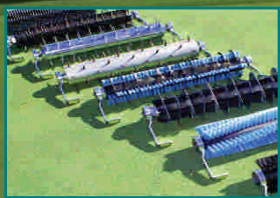
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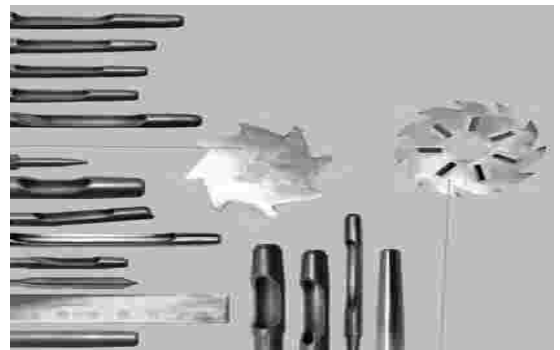
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Releasing Employees, Know Your Rights

By Patrick McGuiness, of Zlieman, McGuiness PLLC

Employees in Minnesota are considered “at will” employees. This means they can quit for any reason. It also means that an employer can terminate an employee for any legal reason. Provided the termination is not for a discriminatory reason (race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation, or marital status), then employers have a lot of leeway in deciding who to terminate and when to terminate them.

No Two Week Notice.

Under Minnesota law there is no such thing as a “two week notice”. Industry customs and courtesies often lead to such notices being provided, but they are not required. Employers can request advance notice that an employee plans to leave their position by including the request in the employee handbook, but once again, any notice given is simply a courtesy not required by law.

Right, Patrick McGuiness

Paying Wages.

If an employee quits, they must be paid within the next pay period after the employee quit. If an employee is terminated, they must be paid within 24 hours of a demand for payment. However, if the employee was entrusted with company money or property during the course of their employment, then the employer may have an additional 10 calendar days following the date of the employees separation, during which time the employer may audit the accounts of the employee.



Benefit Payments.

Beyond what is required by law, each business can determine what benefits employees are offered. If any of these benefits have payout options, they must be paid within 30 days of when they become due.

But Why Was I Fired?

Employees often want to know why they were terminated. Minnesota law

requires that employers must give a truthful answer if an employee inquires in writing. The employee has 15 days from separation to make such a request, and then the employer has an additional 10 days from the receipt of the request to provide a truthful response.

The MGCSA thanks Patrick for his service as a valuable provider of relevant legal information.

Patrick can be reached at <http://zmattorneys.com/> for any of your legal needs

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Snow Scald – the “other” snow mold in Minnesota

*Dr. Angela Orshinsky
Assistant Professor and Extension Specialist,
Department of Plant Pathology, University of Minnesota*

Minnesota winters are cold and harsh. One might think that plant pathogens take a break during this time. However, snow mold pathogens are just getting started. Snow mold pathogens are capable of growing at temperatures at, and even below, 32 F (0 °C). The success of snow molds are due to several factors including a weakened, dormant host plant as well as the inability of “good” microorganisms to grow and compete with snow mold fungi at low temperatures. For the most part, both scientists and superintendents have focused on pink snow mold, speckled snow mold, and gray snow mold. These are common pathogens across the northern USA. However, there is another lesser-known winter disease called snow scald. Snow scald doesn't just affect turfgrass. It has been recorded to affect over 17 plant genera, including *Allium* and *Brassica* species as well as winter cereal crops. The full host range has not yet been defined.

Snow scald is caused by the fungus, *Myriosclerotinia borealis*. The disease has been studied in northern climates on turfgrass and winter cereals in northern countries such as Finland, Japan, and Canada. Much like other snow mold pathogens, the first signs of snow scald appear as the snow recedes in the spring. Grey to white mycelia (fungal strands) are noticeable along the area of snow melt. At first, the affected grass will appear water soaked (the color of leaf blades look like they are more dark green than normal or even somewhat brownish). As the turfgrass dries out, it will turn yellow then straw colored. The patches of dead grass are typically about six inches, but they can merge to produce much larger areas of dis-

eased turf. Under the right conditions, snow scald is capable of colonizing and killing turfgrass crowns, at which point reseeding the turf or replacing smaller, damaged areas with healthy turfgrass plugs may be necessary. The sclerotia of *M. borealis* are diagnostic for this disease versus other snow mold fungi such as *Typhula incarnata* (gray snow mold) or *T. ishikariensis* (speckled snow mold). The sclerotia for *M. borealis* are black and irregular in shape. They can appear oblong, spherical or even flake-like. The sclerotia range in size from less than 1 mm to 7 mm in diameter. Sclerotia of *T. ishikariensis* are typically 0.5 to 1 mm in diameter and spherical in shape. The sclerotia of *T. incarnata* are pinkish brown, roughly spherical, and about 1 – 5 mm in diameter.

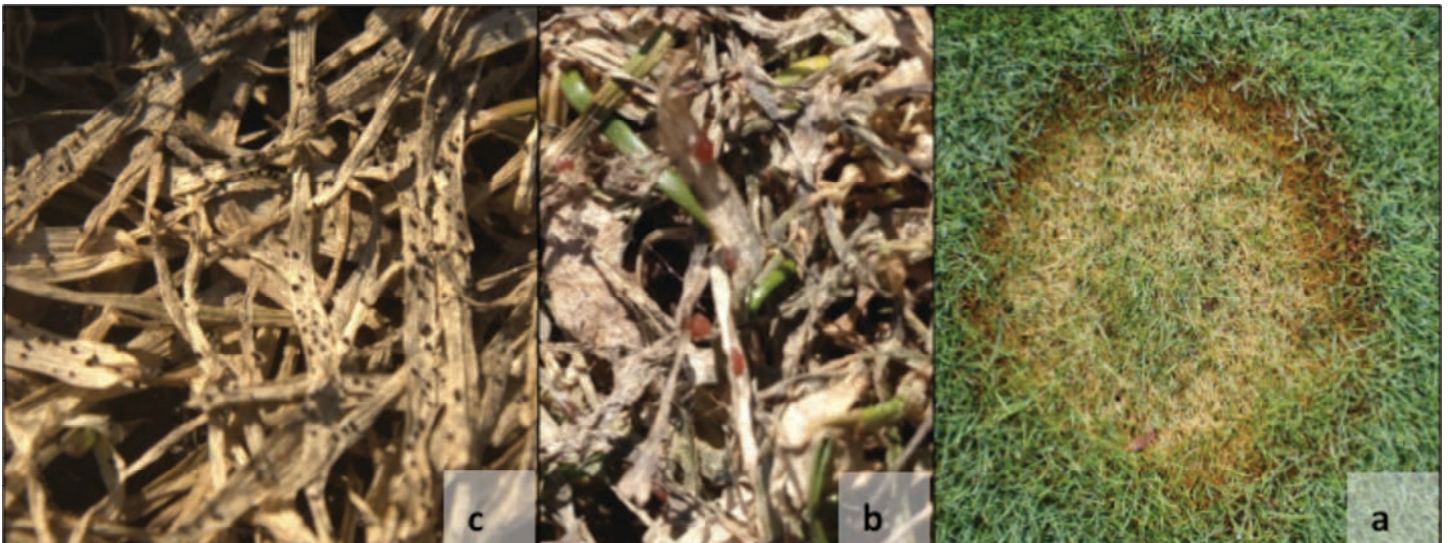


Figure 1: a) Speckled snow mold (*T. ishikariensis*) gets its name from the speckled appearance given to diseased turf by superficial, dark black, tiny sclerotia formation. b) Gray snow mold fungus, *T. incarnata*, produces pink sclerotia that are larger than those of *T. ishikariensis* and are often embedded in the leaf tissue. As they mature and dry out they will turn brown and wrinkled. c) Pink snow mold (*Microdochium nivale*) is characterized by the absence of sclerotia, a distinct pink hue to the perimeter of the diseased turf patch, and recovery of turf in the middle of the patch. [Pictures 1a,c by A. Orshinsky; Picture 1b by Maggie Reiter]

Placement of fungal mycelia under the microscope will differentiate *M. borealis* from the *Typhula* spp. as it will lack clamp connections. *M. nivale* will also lack clamp connections, but does not produce sclerotia and will have conidia associated with mycelia, which makes it quite easy to differentiate from the other snow molds.

M. borealis is also different from the gray and speckled snow mold pathogens in that it is an ascomycete (*Typhula* spp. are basidiomycetes). This means that the fungus produces cup shaped fruiting bodies, called apothecia, in the fall to disperse sexual spores. *Typhula* spp. basidiocarps are club-shaped.

Very little research has been conducted on the biology and management



Figure 2: Symptoms and signs of snow scald. a) Patches of diseased turf are straw-colored, lack a speckled appearance, and about 6 inches in diameter. b) Landscape view of snow scald damage on a fairway. c) Sclerotia of *M. borealis* are black, tuberoïd and larger than those of *T. ishikariensis*. d) Sclerotia of *M. borealis* are often found embedded in leaf sheaths. [Pictures 2a-c by Maggie Reiter, Picture 2d by A. Orshinsky]

of the snow scald fungus on turfgrass. This is likely due to its lack of importance in warmer areas of the US where winter snow cover and temperatures are not as extreme. Several studies on the disease cite a 170 – 200 day snow cover requirement for the disease to develop; however, the disease was prevalent last spring after fewer days of snow cover. Statistics on snow cover requirements, temperatures, and other host and environmental factors that are reported in the literature appear to be based on anecdotal observations from cereal crops and are from other cold climate locations, such as Finland, Japan and Alaska. Furthermore, while optimal growth conditions for international isolates of *M. borealis* are reported to be 40 to 50 F (5 – 10 °C) or LOWER, our work has shown that Minnesota isolates of *M. borealis* demonstrate optimal growth at 59 F (15 °C) and can grow at temperatures as high as 72 F (22 °C). This has some important implications regarding the seasonal activity of this fungus. Given the potential influence of this disease on turfgrass in Minnesota, and the lack of data for Minnesota isolates of *M. borealis*, I think it is vital to characterize the biology and etiology of snow scald and *M. borealis* isolates specific to the north central regions of the USA.

Thus, the objectives of my snow scald research are the following: 1) to compare the fungicide sensitivity of *M. borealis* isolates to those of *T. incarnata*, *T. ishikariensis*, and the pink snow mold pathogen *Microdochium nivale*, 2) to identify the host range of *M. borealis*, 3) to define optimal temperature and humidity requirements for snow scald fruiting body formation and disease development and equate this to conditions found throughout the season in Minnesota, and 4) to define the areas of Minnesota where snow scald is an important winter disease.

Of course, to do this, I will need to recruit your help! This spring, I hope



to make site visits to golf courses from across the state. You may get an email from me this winter requesting a visit to your club at snow melt or shortly thereafter to assess any winter diseases that appear on your course. If you don't hear from me, I would love to hear from you! Please email me or call me at aorshins@umn.edu or 612-625-9274.



*Figure 3: The turfgrass science team at the UMN clears an early snow from field plots to inoculate various fine Fescues with *M. borealis*.*

The MGCSA recognizes and appreciates Dr. Angela Orshinsky and her crack turfgrass science team for their efforts in providing relevant research to all turf managers in Minnesota and across the region. The MGCSA also welcomes Kurt Hockmeyer into the Association.

Introducing Kurt Hockemeyer, Research Fellow, Turfgrass Pathology

I grew up on a small dairy farm in Indiana where I developed a love for working outdoors and a passion for the game of golf. Pursuing an undergrad degree in turf science from Purdue University allowed me to combine these interests. As an undergrad, I experienced a golf course internship, at Chevy Chase Club near Washington D.C. and at the Ford Plantation near Savannah, GA. These opportunities allowed me the chance to work with both cool and warm season turfgrasses. I was offered the opportunity to conduct a small research project while working at the Ford Plantation, which inspired me to pursue a career in research.

After graduating with my BS in turf science in May 2011, I started work on my MS with Dr. Rick Latin at Purdue University. My thesis research worked to quantify fungicide residues in turf verdure/thatch, roots, and rhizosphere sand when the fungicides were applied to control root diseases. I also tested the potency of several fungicides against *Magnaporthe poae*, the summer patch pathogen.

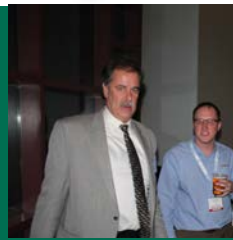
I graduated with my MS in turf pathology in August of

2014. I attended the American Phytopathological Society annual meeting in Minneapolis in 2014 where I met Dr. Angela Orshinsky who was looking for a research fellow in turfgrass pathology. Soon after that I moved to the Twin Cities to start work with Dr. Orshinsky. My research projects are focused on comparing the potency of different fungicides against all the snow mold pathogens, particularly *Myriosclerotinia borealis*, the snow scald pathogen. Since *M. borealis* is an ascomycete and the *Typhula* snow molds are basidiomycetes, we expect that there might be differences in the sensitivity of the pathogens to various active ingredients. I am also going to screen various grass and plant species, including weeds to determine the host range of *M. borealis*. I am excited for the chance to live in Minnesota where I can fish and enjoy the outdoors.



Above, turf pathologist Kurt Hockemeyer

Northern Beer, Pre



n Green Expo tzels and More



White Dots

*By Robert E. Schutzki
Department of Horticulture
Michigan State University*

Every cut initiates a response; every cut leads to a set of consequences. Let's take a look at one of the potential consequences of heading cuts... more specifically, flat-topped heading cuts. Heading cuts can be any stem cut that is made directly above a lateral bud. Pruning guides recommend that heading cuts be made at a 45-degree angle 1/4" above the bud. The angle facilitates wound closure and allows the cut to dry quickly after a rain. If the cut is too close to the bud, wound drying will damage the vascular connections to the bud, resulting in bud loss. Too steep of an angle will expose an excessive amount of wood, delay wound closure and cause possible bud loss. A cut too high will result in a stub that will die and eventually decay. There is also an aesthetic benefit to the angle of a heading cut that is often overlooked, especially



when pruning narrow and broad leaved evergreens. Angular cuts minimize “White Dots” (Fig. 1).

Pruning can be likened to haircuts. The best haircut is often the one that does not look like any hair was cut. The same is true for pruning. The best-pruned plant often looks like it was left untouched. Plant forms are not abrupt in appearance, but



above, figure 1

outlined by soft textured foliage regardless whether the plant is manicured, managed or left natural. By manipulating the angle of the heading cut, we can come close to achieving that untouched appearance.

“White Dots” can occur on all woody plants, both evergreen and deciduous; however, narrow-leaved evergreens best illustrate

the “White Dot” consequence of flat-topped heading cuts (Fig. 2). Taxus are a staple in most landscapes, used as hedges, borders, backdrops and fillers (Fig. 3). Management usually includes maintaining the appropriate height and width for its given location. Due to seasonal demands, pruning is often relegated to the dormant season or after its early summer flushes have ceased. Work is directed at controlling the top and sides (Fig. 4 and Fig. 5). The need to complete the work as quickly as possible either by hand or power equipment results in flat-topped cuts and “White Dots” (Fig. 6). By manipulating the angle of the cut, pruning wounds can be minimized along the evergreen façade. Manipulating the pruning shear is simple (unfortunately, not the case for power equipment); when stems are visually in the upper part of the plant, cut the stem from below (Fig. 7). When stems are visually below eye level, cut the stem from above (Fig. 8). The angle of the cut and the remaining foliage will minimize visibility of



Figure 2



Figure 3



Figure 4



Figure 5



Figure 6



Figure 7



Figure 8



Figure 9

the wound (Fig. 9 and Fig. 10). The same is true for Junipers (Fig. 11). Approaching the stem at the appropriate angle can maintain a feathered edge and minimize visibility of the pruning wound (Fig. 12).

Quite often we are faced with making drastic cuts to reduce the overall size of plants. This is the case with the Taxus encroaching on the handrail in Figure 13. It will take a couple of seasons before foliage returns to the façade (Fig. 14). Even though the

older wood is exposed, cutting on an angle will reduce the visual abruptness of the wounds (Fig. 15).

We conducted a pruning workshop early this spring and pruned two masses of Taxus. The participants manipulated the angle of their shears and removed a fair amount of wood from each mass leaving that untouched appearance after it was all over. The results were amazing. As mentioned earlier, “White Dots” are due to flat-topped cuts and can occur on all



Figure 10



Figure 11



Figure 12



Figure 13



Figure 14



Figure 15

woody plants both evergreen and deciduous. Consider the angle of your stem cuts and see if by entering from above or below you can reduce the amount of “White Dots”.

Pruning Clips is a series focused on mastering the art, science and practice of pruning. Look for more Pruning Clips to follow.

Pruning Clips: White Dots was originally published in the

Michigan Nursery & Landscape Association’s (MNLA) bimonthly magazine, The Michigan Landscape. For information on MNLA, visit www.MNLA.org.

Dr. Robert Schutzki is an Associate Professor in the Department of Horticulture at MSU. His research interests include plant exploration, plant evaluation, and landscape development.

Save the Date:
March 18, 2015
Assistant’s Spring Seminar
Education, Networking and Fun

Warm Welcome to a New Affiliate Member

Nature Shore a local design-build ecological restoration company with over a decade of experience in creating ecologically healthy shorelines, wetlands, prairies and woodlands. Our design teams have worked with a number of Metro area courses to create native pond and wetland buffers, prairies, and oak savannas. We can provide high quality natural areas without compromising playability. Throughout the process, Natural Shore considers course layout, aesthetics, traffic patterns, and long-term maintenance objectives.

With the superintendent's help, we can transform no-play turf or weedy brome areas into prairie patches that will look terrific, create important habitat, and eliminate watering, fertilizer, and pesticide use. Turf to the water's edge can be thoughtfully restored to short, natural buffer strips. Reed canary monocultures can be transformed into ecologically diverse and visually interesting wetland habitats. Deep rooted native plants will look great, combat muskrat damage, and hold soil in place. Buffers can be amazing amenities and will not significantly alter course play. Consider our company for long term maintenance options. We use efficient monitoring and innovative maintenance approaches to guarantee that our managed natural areas are never over-run by invasive weeds. We have commercial and retail native plant nurseries in Maple Plain. Producing our own plants assures high quality material for our projects.

If your course is looking for a native plant supplier, our nursery manager would enjoy talking with you and assisting with your plant selections.



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A Daughter's Perspective

By Megan Peters, Daughter of Recently Passed Eric Peters



Megan wanted to be sure that everyone had a chance to know what she shared at her dad's funeral service on Tuesday. Those of you who were not able to be there, the microphone was not working when she courageously got up in front to share some thoughts with the crowd. Here is what she wrote and read:

“As I walk down the halls at school, I hear kids complaining about their parents. About how embarrassed they are when they are seen out in public with them. How they hate it when their dad comments on what they are planning on wearing that day. On how they wish their parents understood. This is how a lot of teenagers act.

I am not the typical teenager though. All of my life I have looked up to my parents and have seen them as role models. Not embarrassments. So a few months ago when someone would complain to me, I would ask them, “would you like to switch lives?” I would have switched lives with anyone at that point. I was so mad at God for taking my dad away from me, that I had not thought about anything but the future. Thoughts such as, “while other girls have their dads to walk them down the aisle when they get married, I will not. Or my children will never get to meet their grandpa and my dad will never get to meet his grandchildren. Or, who is going to chase away all the guys that ask to go on dates with me as a dad normally would?” Thoughts like these crossed my mind everyday. I thought that God had left me. Now I know that all of that is false.

My dad will certainly be at my wedding, just not physically. My dad will definitely get to meet his grandchildren as he looks down on us from heaven everyday. And I know for certain that God never left me. He has been at my side. To think that my dad is with The Lord Jesus in heaven looking down at us right now is astonishing.

I also thought that I would lose my dad as I mentioned earlier. But I will never lose him. All the memories we made as he got me up at 4 in the morning while the grass was still wet with dew, the sun still far from rising, and the earth was quiet just to go to Northlinks and change holes on the green, or fill up water stations along the cart path. Many more memories live on just like this one (but I don’t want to be up here forever so I’ll stop at this one). These memories will stay with me as long as I live, therefore, I will never lose my dad.”

Eric Peters passed away on Wednesday January 28th surrounded by family after a brave, 19 month battle with cancer. Eric will be missed by his many friends and employees.



Join Your Equipment Manager Peers for the: ***Equipment Manager Professional Forum***

Where? Frost Inc.

St Croix Falls, WI

Host Ken Rost
Tuesday, March 10

8:30 - 9:00 Registration

9:00 - 11:30 De-mystifying Sprayer Equipment , Ken Rost

11:30 - 12:15 Amazing Lunch Break

12:15 - 2:30 EM Open Discussion and Forum

Cost is \$15 per person includes lunch, coffee and donuts

RSVP Requested by March 5

MGCSA and Non-MGCSA members are welcome



To Participate Contact:

Jack MacKenzie, Executive Director, MGCSA

jack@mgcsa.org

or

651/324-8873

Northern Outreach Northland CC Host Joe LeVoir



Thank You Sponsors

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What Your Clothes Say About You

Provided by the Virginia Tech Career Services

- In an interview your attire plays a supporting role.
- Your conduct, your interpersonal skills and your ability to articulate intelligent and well-thought-out responses to questions are the most important elements.
- Appropriate attire supports your image as a person who takes the interview process seriously and understands the nature of the industry in which you are trying to become employed.
- Be aware that in some industries, customer contact and image presented to the customer are critical. In such industries, your attire will be judged more critically.
- Your attire should be noticed as being appropriate and well-fitting, but it should not take center stage.
- If you are primarily remembered for your interview attire, this is probably because you made an error in judgment!
- Dressing nicely and appropriately is a compliment to the person you meet, so if in doubt, err on the side of dressing to a higher standard than you might need to.
- Even if you are aware that employees of an organization dress casually on the job, dress more formally for the interview unless you are specifically told otherwise by the employer. The interview is a professional meeting and thus a more formal occasion than daily work.
- Never confuse an interview or business function with a social event. Don't dress for a party or a date.
- Not every contact with an employer requires interview attire. For some occasions business casual is appropriate. See business casual for when to wear it and what it is.
- Changes in fashion may change some things, like the width of lapels, the cut of pants, or the colors of blouses, shirts and ties available in the stores. Basic professional attire does not change with the whims of fashion. A good suit should last five to ten years, depending on its quality, how hard you wear it, how well you care for it, and if it continues to fit you well. You can express fashion's whims

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in your off-the-job clothes, and to some extent in your accessories.

Interview attire guidelines for men and women

- **Suit:**

A two-piece matched suit is always the best and safest choice.

- ***What if the JOB is in a NON-SUIT-wearing WORK ENVIRONMENT:***

Even if you would or could wear jeans on the job, or the work environment is outdoors and a very non-suit environment, wearing a suit to the interview shows you take the interview seriously as a professional meeting. Dressing well is a compliment to the person(s) with whom you meet. If you think the industry in which you're interviewing would frown on a suit, or the interview will involve going to a work site where a suit would be inappropriate, look for advice through professional organizations, your professors who have been employed in that industry, and/or by asking the employer directly and politely. One alternative is to wear pressed pants (like khakis) and a dark jacket;

What to Wear: Men



SUIT: A conservative, two-piece suit in black, navy, or dark gray is appropriate. Khakis, if business casual is called for.



SHIRT: Pair it with a long-sleeved white or light blue tailored shirt



TIE: Choose a conservative tie. Look for something with stripes or a small pattern.



SHOES: Wear polished dress shoes, dark socks, and a belt to match your shoes.



ACCESSORIES: Wear a minimum amount of jewelry: a watch, a ring.

less formal than a suit, but still business-appropriate for both men and women.

- Conservative colors / fabric: Navy, dark gray (and black for women) — are safe.

Other color trends may come and go; avoid the extremes.

Solids or very subtle weave patterns or plaids (the type that look solid across a room) are safest.

Wool, wool blends, or other good quality natural and synthetic fibers, are generally the best fabrics in all seasons. Avoid lower quality acetate / rayon blends.

- Cost / quality:

You are not expected to be able to afford the same clothing as a corporate CEO. Do invest in quality that will look appropriate during your first two or three years on the job. One good-quality suit is sufficient for a job search if that is all your budget allows. You can vary your shirt/blouse and tie/accessories.

- Clean / loose threads / tacking stitches / tags:

Everything should be clean and well pressed. Allow time to take your suit to the dry cleaner if needed. Hold it up to bright light to check for stains

you might not see in your closet. Carefully inspect clothes for tags, dangling threads, etc. Cut away the tacking threads that hold jacket and skirt vents closed (these are for the garment to stay neat at the retailer, not for permanent use).

Additional interview attire specifics for men

- Suit:

A two-piece matched suit is always the best and safest choice. Don't combine a suit jacket with pants that don't match. Not a suit environment? See guidelines above.

- Conservative colors / fabric: Navy and dark gray are safe and are the most conservative for men. Black for men was once considered severe or overly formal, and may still be considered so in very conservative industries, although it is commonly worn by many. Other color trends may come and go; avoid the extremes. Choose a solid or very subtle weave pattern or plaid (the kind that look solid across a room). Wool, wool blends, or very high-quality natural and synthetic fiber blends are acceptable fabrics for a conservative men's suit.

- Cost / quality:

You are not expected to be able to afford the same clothing as a corporate CEO. Do invest in quality that will look appropriate during your first two or three years on the job. One good quality suit is sufficient for a job search if that is all your budget allows. You can vary your shirt and tie.

- Ties:

Tie styles come and go. Select good quality silk ties.

Avoid fashion extremes, like character ties, in interviews.

Notice what men in your industry wear on the job, at career fairs, at information sessions, when they meet with clients.

- Shirts:

Long-sleeved shirts, even in summer. Choose white or light blue solid, or conservative stripes. A dark shirt might be acceptable in a non-conservative industry. Avoid being trendy.

- Socks:

Dark socks; color should match pants.

Mid-calf length so no skin is visible when you sit down.

- Shoes:

Leather, lace-up or slip-on business

shoes, preferably black or cordovan (match your belt color). Invest in a good pair; even if you don't wear them daily at work, you'll need them for other occasions; good shoes should last years if not frequently worn.

- Belt:

Black or cordovan leather, to match your shoes.

- Facial hair:

If worn, should be well-groomed. Observe men in your industry if you are unsure what's appropriate or are considering changing your look.

- Jewelry:

Wear a conservative watch. If you choose to wear other jewelry, be conservative. Removing earrings is safest. For conservative industries, don't wear earrings. Observe other men in your industry to see what is acceptable.

- Details:

Everything should be clean and well pressed. Suits typically have tacking stitches to hold vents — on the jacket back and on sleeves — in place before the garment is purchased. Carefully inspect clothes dangling threads, etc.

Dress to Impress

T-shirts, no matter how 'nice' you think they are, are not appropriate for an interview or most jobs.

Hats aren't going to win you any points. Comb your hair and leave the cap at home.

Don't forget the basics: take a shower and take care of basic hygiene issues so you don't scare your interviewer away.

A button-down shirt and a tie for the gentlemen and an appropriately fitting shirt for the girls will keep employers impressed. Add a suit jacket for an even classier look.

Avoid jeans full of holes, actually... just avoid jeans altogether.

Get rid of the surly attitude and greet your interviewer with enthusiasm and a firm handshake. Remember to make eye contact!

Dress to impress from head to toe...no flip-flops, sneakers or funky boots.



Infographic by Alizbeta Voboril

Internship interviews are just as important as the “real deal”. Practice and improve upon your quality skills and brush up in deficient areas. Your first impression may well be the difference between getting the job or not.

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Within the Leather

by David Kazmierczak, CGCS

Wintertime affords the opportunity to catch up on a lot of things for

Superintendents in the Northern part of the country. Catching up on planning, catching up on cleaning, filing, computer work. Catching up on with anything neglected during the busy season and for me especially- catching up on industry magazines that have formed a nice big pile on the edge of my desk.

Not to say that I totally ignore the publications as they make their way into my office throughout the year. In fact, I normally find enough time to at least brief through them and if there is an article of significant interest, invest a few moments to read at least part of the article, then place them on top of the ever-growing stack.

When winter does arrive, the stack starts to contract, but certainly not at a rapid rate. With five major golf course superintendent magazines produced monthly, that's a lot of reading and I don't

know about you, but one, maybe two turf magazines is definitely my limit.

So when I got to April of last year's publications a few weeks back the cover of Golfdom caught my eye. On the cover were nine fellows standing on a random highway with the caption "Road Warriors" under them. Front and center was Steve Randle, who is the director of the GCSAA's field staff program which was enacted to help GCSAA chapters like the MGCSA with any variety of issues, thus making the chapters stronger and more closely tied to the national association.

I noticed Steve right away because he is also the Upper Midwest section representative (our section) along with being the director of the program. Steve has attended a few chapter meetings for the MGCSA, the Northern Green Expo and was instrumental in facilitating the MGCSA's strategic planning retreat two years ago and again just this past week. He is, simply put, our link to the GCSAA along with Kevin Clunis, our MGCSA representative to the GCSAA.

One question I have of you- did you know this? Did you know we

had a GCSAA field rep? I have to admit, if I was not a MGCSA board member I probably would not know of the value of having Steve Randall on board to help the local chapter. Now you do too. In the immortal words of Carl Spackler: "So you got that going for you.... which is nice." So often one of the complaints about associations in the past is that you pay your annual dues, which always seem to rise, get a nifty magazine and that is about it. I have heard that of both the local chapter and the national chapter in the past. Certainly both have taken a major step in outreach to its membership in the past few years. Locally we have started our outreach program through ED Jack MacKenzie, CGCS along with Sam Bauer and others, and nationally it is through this field staff program.

So if you see Steve milling around Beer and Pretzel night at the Northern Green Expo, or at the National in San Antonio in a few weeks, or maybe at a chapter event locally, introduce yourself and ask him any question you might have about the direction or services related to GCSAA. You can't miss him really, he's about 6'-1" handsome devil with a dark, swarthy complexion and bares an

uncanny resemblance to Eugene Levy of SCTV and the American Pie movie series. OK, the handsome part is subjective, but go ahead with the questions, he's all ears. That is what he is there for.

In the Golfdom article, it talks about what the field staff does, the miles they put on their vehicles and what services they provide. They also give testimonials both pro and con for the expense of having the field staff, and what they really do for the money spent. I am here to tell you, in the age of emails, instagrams and sitting in a room full of people each staring at their hand-held devices it is really great to have a face, a name, a true representative of the GCSAA and a direct, enlightening source of information, in human form, to rely on. They are also instrumental in bringing back information gleaned through the one-on-one conversations with local chapter members to GCSAA to help guide service and policies that a simple survey might not provide.

If you didn't know- now you know. Just in case you haven't hit April yet in the big pile of magazines.