Hole Notes

The official publication of the MGCSA

Seeing Spots? Helmenth, Drechslera, Lepto, oh my

Vol. 49, No. 6 July, 2015

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Presidential Perspective

by Jake Schmitz, Superintendent at Olympic Hills Golf Club

Being anxious and having the jitters are fairly common emotions for me these days as we approach an open date for Olympic Hills Golf Club. It will be a full 20 months since the golf course was shut down for a large-scale remodel, and needless to say nerves are in full force as the grass pushes ahead. The anticipation of having the course back in play triggers a broad range of thoughts, mostly surrounding the expectations of our players. Countless communications have been sent out describing the process of preparing the course, and more recently some honest assessments have been made where the turf is far from perfect. Out of all these emotions and feelings, there is one simple question that determines the outcome of the entire project – will the golfers like it?

During the recent U.S. Open, opinions were numerous regarding everything from the grasses, the layout, Fox sports, logistics, and the playability of the golf course. Every golf course manager's jaw hit the floor when it was suggested that Chambers Bay should look into Bermudagrass for their greens, as the new varieties are just fantastic. What struck me most about this grand revelation was that it came from a former professional who has been around the game his entire life!

With thousands of rounds played throughout the world, one would think that Mr. Chamblee should have accumulated some knowledge regarding the inner workings of a golf course. One would bet that he has met with

various superintendents prior to tournaments. One would guess that he has read communications put forth by golf course managers regarding course conditions. Even osmosis should have played a role with the accumulation of knowledge for this guy! Yet, that simple comment cemented the fact that the average golfer really does not have a clue about how difficult our jobs can be, let alone the knowledge and experience it takes to do the job well. While that can be quite frustrating, I believe it also presents an opportunity to educate and communicate with a different set of constituents to make life easier in the future.

I don't know if you caught it or not, but there is a group of superintendents in Washington state that have created a program that is making waves both at their courses and in their communities. Links as Labs has had a tremendous impact on educating elementary through high school-aged kids on the benefits that a golf course can provide to the community. By bringing the golf course to the classroom, this group of superintendents is educating on the environmental aspects that a golf course can provide, while at the same time introducing young people to a great game.

The impact at the facility level is very positive – members tend to embrace this program, as it creates excitement and energy and paints their club in a positive light. Educators are very excited by the opportunity, as it provides some real life teaching moments in an outdoor setting. Having attended the first ever seminar at GIS on the program, it has prompted Olympic Hills to host our first Links as Labs this upcoming September. Creating awareness and educating communities on the benefits that golf courses can offer

leads to credibility for golf course managers.

Credible professionals are much better equipped to communicate to their players when times are good, and especially when things are challenging. By working with the younger generation and positively impacting them at an early stage, life just might become a little easier for the next generation of golf course superintendents. And extending an invitation to Mr. Chamblee might not be the worst idea either!

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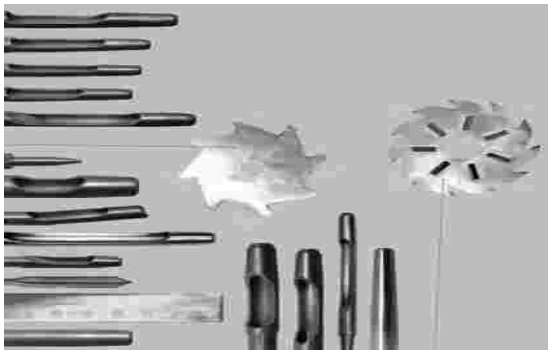

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In Bounds

by Jack MacKenzie, CGCS

Going up?

Floors one through three.

Hello, my name is Jack MacKenzie. I am the Executive Director of the Minnesota Golf Course Superintendents' Association. I know, quite a big title, but my industry is worthy of such a large descriptor. My constituents are educated environmental stewards who work hard and provide their communities much more than "just grass". The thrust of our association is environmental advocacy, education and turfgrass research.

Beyond being a conduit for member relationships, I represent Minnesota golf at the state Capitol by attending legislative and agency committee sessions, one-on-one meetings with representatives and agency directors and soliciting industry support through letter campaigns. The turf manager's greatest immediate concerns are focused on water, pollinator habitat, environmental stewardship and changing the public's perception from one of negativity to consideration of the incredible benefits golf courses provide a community.

Not only does the golf industry inject an annual 2.3 billion dollar boost into the state's economy, employ roughly 35,000 individuals each year, provide a destination for an estimated 750,000 golfers (90 percent of whom are public players), golf courses are also amazing wildlife refuges, pollinator corridors and green spaces that mitigate noise, buffer solar glare, arrest ambient air pollution and have been proven to be a carbon sink.

Golf courses, what I like to consider a "community's largest rain garden", capture and manage storm water runoff and, with their network of irrigation systems,

golf courses should be considered for water pollution abatement and groundwater storage and recharge. There are several golf destinations currently working with their communities to enhance water reuse and conservation. Many cities have a huge potential to use their local course as a resource beyond recreation.

Floors four through six

The MGCSA has an exceptional relationship with the University of Minnesota and our partners there, turf professor Dr. Brian Horgan, plant pathologist Dr. Angela Orshinsky, turfgrass breeder Dr. Eric Watkins and extension educators Sam Bauer and Matt Cavanaugh. Our organization supports the Turfgrass Research, Outreach and Education Center, a 16-acre turfgrass facility upon the St. Paul Campus through annual contributions of $60,000 and a progressive member driven research program that develops and funds investigations into current turf challenges.

With our endorsement, the TROE Center pursues studies requested by our state legislature, the USGA, the GCSAA and other institutions across the country. Analysis includes pesticide runoff and nutrient fate studies, drought tolerance and irrigation conservation protocols, cultural practices to enhance water infiltration, turf breeding for sustainable turf varieties and investigations into salt resistant grasses which is very important in a state with snow cover five months of the year. This information is applicable beyond golf courses and can be applied to any turfed environment including the home lawn, business campuses, sport fields, parks and cemeteries. Twelve years ago the turf industry, primarily the golf industry, built the TROE Center with the public in mind. Turf is good. Sustainable turf with minimal inputs is even better.

Floors seven through ten

As the ED, I am responsible for creating annual educational and social networking opportunities for 600 active professional members,

developing communication materials and distributing them through weekly e-newsletters, a monthly digital magazine and an occasional special news blast.

The MGCSA annually hosts' two large fund raising golf events for research, scholarship and a philanthropic foundation called the Wee One. In fact, the membership is not at a loss for networking and educational opportunities as the MGCSA hosts two-dozen events across the state and into western Wisconsin each year. During the winter the focus is on UMN research and advocacy and in the summer we gather to discuss current challenges as well as visit regional golf courses. All of our member classes are provided meeting destinations to air their individual concerns amongst their peers.

The association demands great presenters and participants are rarely disappointed as instructors from across the country are brought in to teach about the latest in management skills, agronomics and business philosophies.

Eleven through fourteen (there is no thirteenth floor)

The golf course industry is a big deal in Minnesota. In my mind, and of most importance is the potential golf course properties offer a community. Close to 490 courses occupy about 70,000 acres of land with a variety of habitats from water features to woodland to prairie, not to mention a solid cover crop that locks in the soil and prevents erosion. On a broad scale a golf course can be broken into thirds; one third of a golf course property; greens, tees and fairways, is intensively maintained with appropriate inputs applied by educated professionals, one third, the rough, a moderately managed turf surface and one third or about 21,000 acres, pretty much natural space abundant with wildlife habitat.

Golf in Minnesota is a great story. I am passionate about all of its attributes and enjoy preaching the message to those who will listen, and some who are just fortunate to take a ride with me.

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This year the MGCSA and Par Aide are pleased to award two, $1,000 MGCSA Legacy Scholarships, to Abigail Gullicks and Emma Rost, a $1,500 Joseph S. Garske Legacy scholarship to Emeline Brudwick and a $1,500 Garske scholarship renewal to Melina Lynn Proshek.

The Legacy Scholarship

The Minnesota Golf Course Superintendents' Association offers a Legacy Scholarship program designed to assist children and grandchildren of Class AA, A, SM, C, D, Associate and Affiliate members. The MGCSA provides scholarships to students attending college or vocational programs at any accredited post-secondary institution. The program is independently managed by Scholarship America, a national non-profit student aid service organization.

Winners of this year's MGCSA Legacy Scholarships are:

Abigail Gullicks is the daughter of Bill and Kristen Gullicks. Bill is the superintendent at Bellwood Oaks Golf Club. Abigail graduated from Hastings High School and is now enrolled at the University of St. Thomas where she is pursuing a degree in finance.

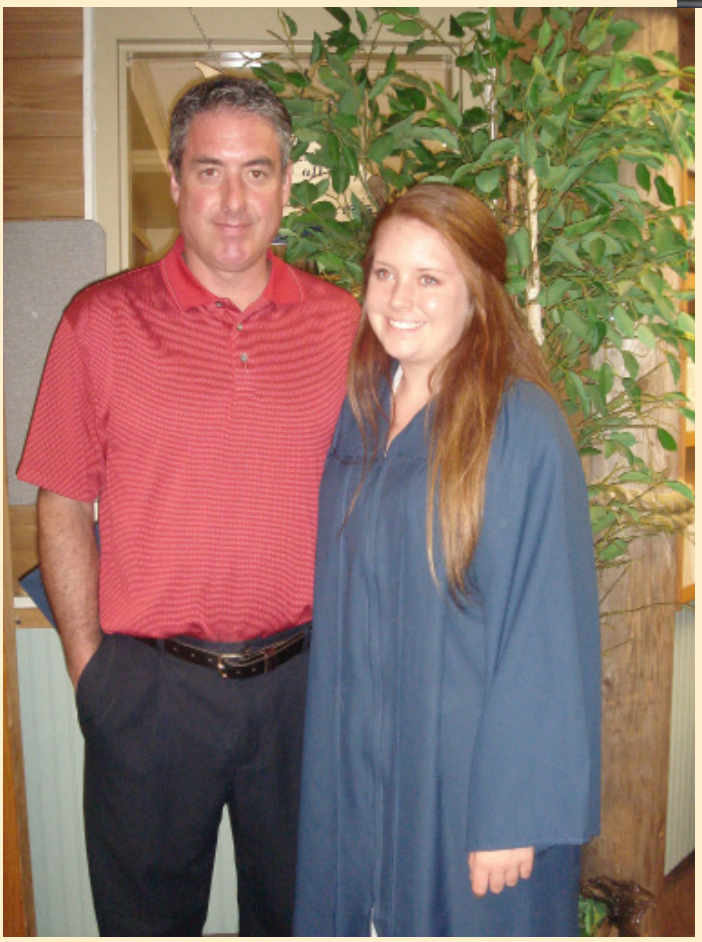
Emma Rost is the daughter of Ken and Deb Rost. Ken is an affiliate member and owner of Frost Services Inc. Emma graduated from Mahtomedi High School and is currently enrolled at the University of Minnesota, Minneapolis

GCSA and Par Aide Legacy Scholarships

Abigail "Abbey" Gullicks

"Abbey always has been intrigued by leadership roles in all facets of life. Her need to be organized and task now orientated at times drives some family members a bit crazy. That's a good thing though! It's rewarding as a parent to see your child recognized for their dedication to academics, as well as being a well rounded individual."
Bill Gullicks

Emma Rost



"I remember the day like yesterday that Emma in grade school said she didn't like math. I told her that Math can be fun if you look at it like a puzzle and use it to challenge yourself. Somehow that clicked because she finished her first year of Engineering school at the U of M with the highest marks in her Math courses.

Besides being proud of Emma's academic achievements, I'm especially excited to have her work in our business during the Summer doing Computer Aided Design (CAD) work and print documentation. She'll also have her own Engineering project to give her a taste of what her future jobs will be like."
Ken Rost, father

Campus, majoring in mechanical engineering.

The Joseph S. Garske Legacy

The Joseph S. Garske Legacy award, named after the founder of Par Aide Products Company, Joe Garske, is committed to further the education of children and grandchildren of MGCSA members through financial contributions. This is the 19th consecutive year for these awards. Par Aide is located in Lino Lakes, Minnesota and owned by Steve Garske, son of Joseph.

The late Mr. Garske, who died at the age of 76 in 1982, started Par Aide in 1954 with plans to make a "good" ball washer. A foundry man and avid golfer, he knew little about the golf business, tried to sell his ideas for design and tooling to two accessory companies, was turned down by both and so began Par Aide Products Company. Steve Garske started The Legacy Scholarship in his father's honor in 1996.

"I am pleased to have our company provide these scholarships since for many superintendents, providing a college education for their children requires true sacrifice. I am fortunate to have the opportunity and ability to help," Garske said.

"As a long-time member of the Scholarship Committee some years ago, it always bothered me that we had lots of scholarships available for turf students but nothing for the legacy of current members," Garske said. (Heeding the comments of a long-time Minnesota Superintendent that our committee was working to put him out of a job.) While Steve thought this was a bit of paranoid thinking, it did make him realize that supply and demand works in this industry as well, and if nothing else, an oversupply of eager new

superintendents could definitely undermine salaries. However, it was the following premises that motivated Par Aide to initiate a legacy scholarship program:
1) Many Superintendents are underpaid, in my opinion, and they truly work a labor of love. Sending a child to college is likely a real hardship. These same Superintendents who now have college age children were the very ones who had been so responsible for supporting our company through all the years and had helped us attain our success.
2) Our founder, Joe Garske, did not have any formal education and was always conscious of that fact. He had quietly supported at least one young man in gaining a degree.
3) There were lots of turf student scholarships but few if any Legacy awards."

The idea was to provide two two-year scholarships to deserving children of current MGCSA Members. This program has been in existence since 1996, helping numerous sons and daughters of Superintendents pursue their college education. Par Aide has continued to prosper and as an expansion of its Minnesota program, it now also offers a similar program nationwide through the GCSAA.

Winners of this year's Joseph S. Garske Scholarship are:

Emeline Brudwick, daughter of David and Melissa Brudwick. David is the assistant superintendent at Eastwood Golf Course in Rochester. Emeline is a graduate from the Rochester Century High School and will be attending the College of St. Benedict, Duluth, pursuing a degree in nursing.

Melina Lynn - Proshek, daughter of Tom and Sandy Proshek, is the renewal recipient of the Joseph Garske Scholarship. Tom is the superintendent at Brackett's Crossing Country Club. Melina is a graduate of Lakeville North High School and is currently attending the Milwaukee School of Engineering. She is specializing in Biomedical Engineering.

Congratulations to the winners of the 2015 MGCSA and Joseph S. Garske Legacy Scholarships. Thank you members of the MGCSA and especially Steve Garske for enabling these fine individuals to pursue their

Emeline Brudwick

"There are so many great accomplishments that Emeline has achieved. She holds a position on the Executive Board of the Olmsted County Youth Commission, along with being a member of the National Honor Society. She is a recipient of an Honors Diploma, the National School Orchestra Award and is also a Teen Columnist for the local paper. She has been so active in clubs and activities that there isn't enough space to possibly mention them all.

To me, her greatest accomplishment is the fine young woman she has become."

David Brudwick, father

Melina Lynn Proshek

"We continue to be so proud of Melina. She never fails to amaze us in her ability to keep up with her studies while participating in sports and other college activities while maintaining the Dean's list with high honors. This must be contributed to her Mother (Sandy) because we all know the brains didn't come from step-dad Tom. However, I still mow straighter lines than Melina, but she surpasses me on ability to joy stick roll with Tru-Turf rollers. Many thanks to Steve Garske for all he does for our association both personally and professionally."

Tom and Sandy Proshek, parents

The MGCSA and past recipients of the Joe Garske Legacy Scholarship Thank Steve Garske and Par Aide for their generosity.

Your support has been and continues to be greatly appreciated.

Seeing Spots: Leaf Spots on Cool Season Turfgrass

Angela Orshinsky
Assistant Professor and Extension Specialist
Department of Plant Pathology
University of Minnesota

"Leaf spot" is one of the most common turf diseases that I have come across since arriving in Minnesota two years ago. However, leaf spot is a very vague description for such a diverse array of pathogens and diseases. In this article, I'd like to go over what leaf spots I have been seeing, their identification, when they tend to appear, and what strategies you can use to prevent their appearance and manage them when they do show up.

What's out there?

Through site visits and samples that have been submitted to the University of Minnesota Plant Disease Clinic (pdc.umn.edu), I have found Bipolaris sorokiniana, Drechslera erythrospila, D. poae, Marielliottia triseptica, Leptosphaerulina trifolii, Curvularia spp. and Nigrospora sphaerica. Some of these pathogens look a great deal alike, especially Bipolaris spp. and Drechslera spp.

Conidia from both species can have three to twelve septa (cross walls), are darkly pigmented, and form at the end of dark conidiophores on the leaf surface. At one time, both fungi belonged to the same genus - Helminthosporium. However, it was later discovered that they have different sexual

stages and are genetically distinct genera. So what are the differences? Bipolaris species have conidia that are tapered at the ends and germinate at the terminal cells only – hence the name Bipolaris (two poles). Conidia of Drechslera spp. are more cylindrical (reduced tapering of end cells) and germinate from any of the central or terminal conidial cells.

Aside from these small morphological differences, various leaf spot pathogens tend to appear on different hosts and at different times of year. A summary of these diseases and their typical seasonal appearance is shown in Table 1. The rows shaded in red are diseases that tend to be found on their own as primary pathogens. Rows shaded in green highlight diseases that tend to found in association with other pathogens as part of a disease complex.

Symptoms and Signs

Leaf spot and melting out - Leaf spots commonly give an irregular, diffuse pattern of disease on turfgrass stands with a thinned appearance. Individual leaf spots caused by Dreschlera spp. and Bipolaris spp. appear reddish brown or purple-black depending on the host and fungal species involved. These leaf spots may have an area surrounding them that appears yellow (chlorosis); however, this is not always the case. Both fungal pathogens can also attack crowns of the plant, which causes it to turn to a yellow-orange color and die. Plant death due to crown infection is referred to as melting out.

Red Leaf Spot – This disease is caused by D. erythrospila and causes red-

dish brown spots on the leaves that often have a straw-colored or tan center. However, on putting greens, the grass may be too short to see these lesions. The affected areas consist of small red patches that merge to form areas of irregular, diffuse patterns of disease.

Leptosphaerulina leaf blight – Leaves undergo "dieback" which may give the tips a yellow to brown color. Pseudothecia (sexual fruiting bodies) appear like little black spheres embedded in the leaf tissue. These can be observed with the naked eye and differentiated from other types of fungal structures (ie. acervuli associated with anthracnose) with a simple hand lens. Under a microscope, sexual spores with cross-walls going in both directions can be found emerging from the pseudothecia and may be found infecting the leaf blade.

Curvularia leaf blight – Symptoms include irregular shaped areas of declining turfgrass. On longer cut grasses, leaves will demonstrate yellow speckled pattern of discoloration going from the leaf tip to base with or without a red-brown border at the margin of disease. On shorter cut turf, leaf blade symptoms will not be evident and the area of blight will consist of brown or gray discolored turf.

Nigrospora blight – Blighted areas will appear irregular in shape (diffuse pattern) or circles about four to eight inches in diameter. Individual leaves generally die back from the tip, but lesions in the center of the leaf blade may also be seen with red-brown lesion borders similar to dollar spot. Under very humid conditions, the blighted grass will produce tufts of white mycelium similar to dollar spot or Pythium blight. Conidia of this pathogen are large, black, and spherical.

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How do I prevent these diseases?

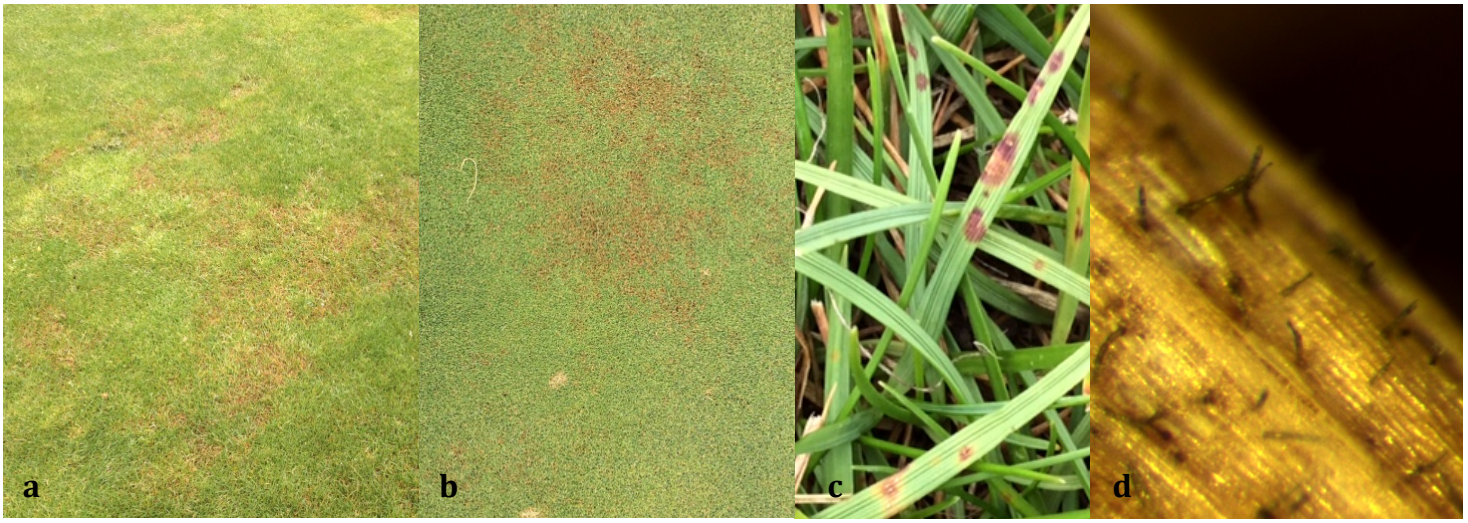
Efforts for preventing diseases caused by Drechslera spp. and Bipolaris spp. should be based on history of disease on individual golf courses. In general, recommendations are to utilize resistant cultivars of turfgrass.

Disease	Pathogen(s)	Season	Optimal Disease Conditions	Nitrogen Status	Hosts
Leaf spot & melting out	*Drechslera* spp.	Spring, Fall	Cool (58 to 64 F), wet	Excess nitrogen	Several species with varying host ranges
Leaf spot & melting out	*Bipolaris sorokiniana*	Summer	Warm (68 to 95 F), wet	Excess nitrogen	Cool season grasses
Red leaf spot	*Drechslera erythrospila*	Summer	Warm, dry	Nitrogen deficiency	Colonial bentgrass, creeping bentgrass
Leptosphaerulina leaf blight	*Leptosphaerulina trifolii*	Spring, Summer, Fall	Warm, humid	n/a	Bentgrasses, Fescues, Ryegrass, Bluegrass
Curvularia leaf blight	*Curvularia* spp.	Summer	High temperature, dry/drought	n/a	Several species with varying host range
Nigrospora leaf blight	*Nigrospora sphaerica*	Summer	Warm, wet	Nitrogen deficiency	Ryegrass, Fine Fescue, Kentucky Bluegrass

Most modern cultivars of creeping bentgrass and Kentucky bluegrass have some resistance to leaf spot diseases. However, turfgrass should be managed in a way that reduces environmental stresses that might make even the more resistant cultivars more prone to disease.

In general, ensure adequate nitrogen in the spring without creating a flush of lush, susceptible growth (keep to 1 lb N/1000 sq. ft. per application or less). Red leaf spot is increased with nitrogen deficiency, so ensure that creeping bentgrass greens and fairways are adequately fertilized to reduce symptoms during the summer. Other environmental management considerations include reducing excess moisture and humidity by irrigation at

night (prevent extending dew period), ensure that soil compaction is not an issue and that soil drainage is adequate, regular thatch removal (ideal ≤ 0.5 inch), and increase mowing height if possible. Some herbicides have been



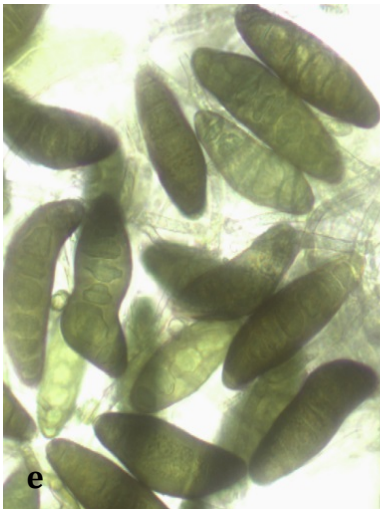


Figure 1: Symptoms and signs of leaf spot. a) Fairway height turfgrass with leaf spot symptoms including a reddish cast to diseased turf in a diffuse, irregular pattern. b) Greens height turfgrass with leaf spot symptoms. c) Leaf spots on individual leaf blades. Some have distinct centers, some have chlorotic halos. d) Under the dissecting microscope conidiophores will be present in high levels on senescent tissues. e) Large, dark conidia of *Bipolaris sorokiniana*. These conidia are similar in appearance to *Dreschlera poae*, but exhibit tapering at the ends and a slightly curved appearance.

reported to enhance Drechslera leaf spot including Pendimethalin, 2,4-D and dicamba. It is not necessary to avoid these active ingredients; however, if you are experiencing an active, severe leaf spot outbreak, you might consider delaying an application until the disease is under control.

What if you already have these diseases?

Fungicides should be applied as early as possible in the disease epidemic to get maximum control. Once the turf begins to die and melting out occurs, reseeding dead areas of grass might be necessary. If you have a history of severe leaf spot epidemics, apply a fungicide preventatively to high-value areas.

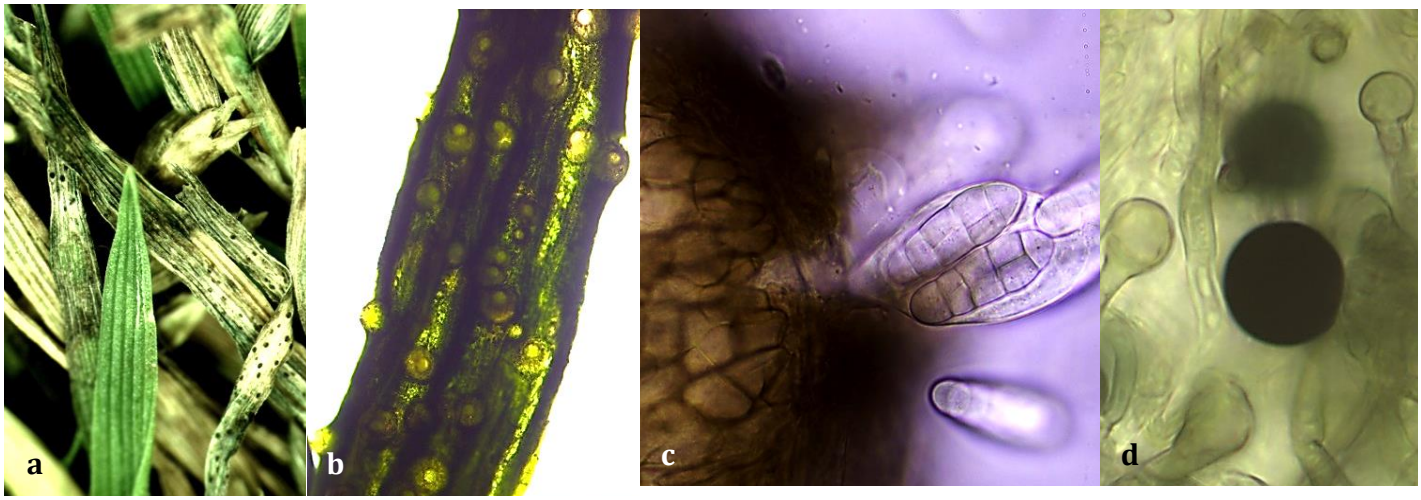


Figure 2: Symptoms and signs of "other" leaf spots. a) Fairway height turfgrass with Leptosphaerulina blight. Pseudothecia are visible to the naked eye and more pronounced with a hand lens. b) Pseudothecia (sexual fruiting bodies) are visible on green leaf tissue in a severe epidemic. The ostiole (hole) is visible as the light circle in the center of the dark, brown fruiting body. c) Ascospores (sexual spores) are produced in sacs (asci) that are ejected from the ostiole of the pseudothecia. This is how the fungus spreads. d) *Nigrospora sphaerica* conidia are very distinct, making the pathogen easy to diagnose.

Importantly, ensure that the fungicide label states the correct disease stage and pathogen. For example, the label should say "leaf spot" or "melting out". Some fungicides may only be labeled for specific stages of the disease. For example, fludioxonil and pethiopyrad are only labelled for "leaf spot". However, fluazinam and pyraclostrobin are labelled for "leaf spot" and "melting out".

According to research and publications at various universities, the most effective fungicides for leaf spot include fludioxonil (Medallion), fluoxastrobin (Disarm), azoxystrobin (Heritage), pyraclostrobin (Insignia), mancozeb (Fore, Manzate), penthiopyrad (Velista), and vinclozin (Curalan, Touche). Tank mixes of thiophanate methyl (Cleary's 3336, T-storm) + iprodione (Chipco 26GT, Iprodione Pro) and azoxystrobin + propiconazole are also reported to deliver effective control of leaf spot. Many of these fungicides will reduce levels of other target pathogens and by knowing the history of disease on your golf course, you can time applications and choose fungicides that will treat multiple diseases.

For more information on leaf spot diseases and their management:

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The MGCSA recognizes Dr. Orshinsky's dedication to our sector of the horticultural industry and thank her for the committment and focus she has given us since joining the team at the University of Minnesota.

Feed-A-Bee Partnership, a Gr

The Minnesota Golf Course Superintendent's Association and three member courses, Bearpath Golf and Country Club, Medina Golf and Country Club and Somerset Country Club establish wildflowers as part of Bayer CropScience's Feed A Bee program to promote pollinator health in urban environments.

rowing Story Between MGCSA and Bayer Environmental

The Minnesota Golf Course Superintendent's Association, Erin McManus (Medina Golf and Country Club), James Bade (Somerset Country Club, Mendota Heights) and Kevin Malloy (Bearpath Golf and Country Club, Eden Prairie) recently agreed to partner with Bayer CropScience to plant an acre of annual and perennial wildflowers at each of the three courses to promote pollinator habitat and health. It takes about an acre of flowers to feed one honeybee hive and in many cases, urban environments don't have enough pollinator habitat to support healthy pollinator populations. In establishing more pollinator habitat on golf courses, MGCSA is helping lead the way for nurturing pollinators in urban spaces.

The partnership came about during an informal meeting in April between MGCSA executive director Jack MacKenzie, board members Erin McManus and Mike Kelly, and Frank Wong (Bayer CropScience) where Feed A Bee was recognized as a joint opportunity for both

Feed A Bee site work begins at Medina Golf and Country Club where one acre of pollinator habitat is to be installed. Photo by MG&CC Superintendent Erin McManus.

MGCSA and Bayer to show their commitment to pollinator stewardship and the environment.

Feed A Bee is a Bayer CropScience initiative to grow 50 million flowers in 2015 and expand forage habitat for bees and other pollinators. This is the first year of the program and the objective is to provide more sources of pollen and nectar for bees and other pollinators to ensure their success. Partnering with MGCSA is part of the first steps for Bayer to reach the goal of to creating at least 50 partnerships across the U.S. to promote long-term pollinator health.

As part of the collaboration, Erin, James and Kevin are helping to develop best management practices for establishing pollinator habitat on golf courses. Factors that they are looking at include: successful establishment practices, strategies for maintenance, agronomic and pest management needs, and the impact of pollinator areas on golfers and play. Bayer CropScience provided wildflower seed and access to resources at the North American Bee Care Center in North Carolina. Both MGCSA and Bayer hope that this first year of the collaboration will yield information and observations that lead to more courses in Min-

nesota providing more good food to bees and other pollinators.

Bayer Pollinator Mix

- ***Common yarrow – Early Summer***
- ***Oxeye Daisy – Summer – Fall***
- ***Shasta Daisy – Summer***
- ***Lanceleaf Coreopsis – Late Spring – Summer***
- ***Plains Coreopsis – Summer***
- ***Cosmos – Late Summer – Fall***
- ***Sulphur Cosmos – Summer***
- ***Purple Coneflower – Summer – Fall***
- ***Annual Gaillardia – Summer***
- ***Sweet Alyssum – Spring***
- ***Wild Bergamot – Summer***
- ***Slender Mountainmint – Summer***
- ***Red Prairie Coneflower – Summer***
- ***Grey Headed Coneflower – Summer***
- ***Blackeyed Susan – Summer – Fall***
- ***Crimson Clover – Spring***
- ***Red Clover – Summer***

For more information on Feed A Bee and how Bayer is promoting bee health, visit: www.feedabee.com

Somerset Country Club began their Feed A Bee program on a small test plot. An acre section has been designated for further development. Photo by SCC Superintendent James Bade

BAYER

Feed a Bee

MINNESOTA GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

PARTING WAYS WITH EMPLOYEES.

By Patrick McGuiness

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.

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

Photo Pinterest

Photo courtesy Barr Engineering Company

2015 Pollinator Summit

Designing for Pollinators - Enhancing our Communities

Thursday, August 13, 2015, 8:30 a.m.—4:30 p.m.
Minnesota Landscape Arboretum | Chaska, MN
$70 Arboretum Members and Conference Affiliates / $80 General Registration
Fee includes Arboretum admission, lunch and coffee breaks

THE POLLINATOR SUMMIT will focus on protecting pollinators by restoring ecological functions to the urban landscape, and recognizing the ecological and economic benefits that using best practices brings to our communities. Those who guide policy, plan, or manage landscapes will leave the Summit with a better understanding of supporting pollinators in an urban environment, and inspired to take action in your work. Summit highlights include:

Dr. Marla Spivak | *MacArthur Fellow, Distinguished McKnight Professor, University of Minnesota*

Sarah Bergman | *Founder and Director, Pollinator Pathways, Seattle, Washington*

Concurrent sessions on planning, design and management practices that support pollinators

612-301-1210 • www.arboretum.umn.edu/Pollinators2015.aspx

UNIVERSITY OF MINNESOTA

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.

Written by: Patrick McGuiness - See more at: http://zmattorneys.com/4-essential-tips-for-parting-with-workers/#sthash.fhWOET6o.dpuf

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Rose Lake Golf Club Superintendent Bill Brooks Rallys!

Versatile Vehicles Achieves 30 Year Milestone

By Stephanie Accad

Versatile Vehicles, has grown into one of the top E-Z-GO Distributors in the nation. In April 2015, the full service golf car distributor met their 30 year milestone. This milestone was celebrated at the company's Grand Opening of their newest retail location in Prior Lake, MN on June 19, 2015. The attendance list consisted of customers, vendors, city council members, chamber members, family, friends and corporate representation & co-sponsorship from TCF, PNC, E-Z-GO, Cushman, & Bad Boy Buggies. The most important thing celebrated that day was the relationships that have been built throughout the years.

Founded in 1985 by father and son, Stan and Mike Malone, Versatile Vehicles began its journey as a small E-Z-GO dealership, serving local golf courses. In 1989, Gaby Accad, an accounting major from Mankato State University, joined the company as an intern. He worked his way up to controller and manager. Ten years later, in 1999, he acquired 50% of Versatile

Vehicles and became the President. Mike Malone, 50% owner, opened a golf course, The Ridges at Sandcreek, in 2000. Mike Malone is well known and respected in the golf industry. He has brought insight to courses that work with Versatile Vehicles on purchasing and leasing fleet vehicles. Mike and Gaby brought a large scale vision to the company and have been expanding Versatile Vehicles since joining teams.

VERSATILE VEHICLES, INC

EZGO CUSHMAN BAD BOY BUGGIES

Gaby, came from a war-torn Lebanon in 1986, with no family and little friends. He came to Minnesota with a vision of living the American Dream. When he takes a step back to reflect on the last thirty years, all of the company's success exceeded his expectations of the life he came in search of. Through Versatile Vehicles, he built many relationships within the community and with his

staff.

The company's staff and close knit family atmosphere has played a large role in the success of the business. What started as four employees thirty years ago, has now grown to thirty trustworthy and esteemed employees. Gaby has also added his wife and two children to the Versatile team. His wife, Pauline, is acting manager. His daughter, Stephanie, is the controller, and his son George is a sales and marketing intern. The family business factor is something that is not easily replicated. There have been employees that started alongside Gaby, and are still here today, considered as family. That type of commitment between employees and a business provides customers with a service that is deserved but, hard to find.

George Accad, left, and Co-Owner Gaby Accad

Affilioate Sales Representative Jim Wall, left and Co-Owner Mike Mallone

Versatile Vehicle's service is what sets them apart from other golf car distributors and dealers. The service they provide is the largest selling point within their customer base. Versatile has proved that reputation, positive referrals and word of mouth plays a key role in their success. In an industry where businesses have many ownership changes or have been taken

over by corporations, Versatile Vehicles has and will continue to show strength, reliability and growth within the industry.

The new location in Prior Lake is a testament to the future growth of the company. The company has been around for thirty years and does not plan on slowing down any time soon. Stephanie and George, The second generation of the family business, are stepping in with big plans for the future of Versatile Vehicles. The company is working on revamping their website, stepping into social media, taking on new product lines and building a successful plan for the next thirty years.

The company has recently taken on a new product which was introduced at the grand opening. Go-Float has partnered with Versatile Vehicles in bringing an electric boat to Versatile's customer base. The company is very excited about the projects taking place in their newest retail location. The highlight of their most recent addition is the location of the new retail store. Prior Lake is one of the few cities in Minnesota that has passed an ordinance to allow golf cars to drive on the roads. Versatile Vehicles is envisioning replicating "the villages" in their new lake town of Prior Lake. The

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Alexandria Golf Club

Registration with coffee and donuts between 9:30 and 9:50
Shotgun Start, mixer, two-man scramble, at 10:00/ lunch at the turn
Host Superintendent: Donnacha O'Connor

$30 per player includes lunch, golf, cart and prizes

RSVP NEEDED by August 18th

MGCSA and Non-MGCSA Area Superintendents and staff are welcome and encouraged to attend this event

Contact Jack MacKenzie, Executive Director MGCSA
jack@mgcsa.org
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Please use the Universal Registration Form avalable at:
mgcsa.org

It wouldn't be the same without you

support within the community has been so strong and positive that they can simplify the ways of a community with a product that has so much more to offer than just golf.

The company started out with one target market in mind, golf courses. Things certainly have changed since the start-up of Versatile Vehicles. Golf cars that were originally used for one purpose have proven to be far more useful. Versatile Vehicles has provided cars to airports, sports teams, fairgrounds, campgrounds, zoos, apartment complexes, lake homes, cabins, warehouses, weddings, college campuses, and just about every special event you could think of.

Your next ride?

The demand for these golf cars is constant despite the recent decline in the golf industry. However, the golf car business would not succeed if it weren't for the golf courses. Versatile Vehicles calls on 1100 courses in their distributor territory of MN, WI, ND, & the UP of MI. They hold accounts that rank top 100 in the nation, municipality accounts, and even provide smaller fleets to 9-hole courses. The mix of golf and non-golf has proven to be a winning combination for Versatile.

Most importantly, Versatile Vehicles owes gratitude and thanks to the golf community, partners, and customers. The growth and success experienced over the last thirty years could not have happened without the customers and courses that chose and continue to choose Versatile Vehicles as their top E-Z-GO distributor and service provider. They look forward to serving old and new customers for many more years to come.

Bees and Wasps Upon Golf Course

Vera Krischik, Department of Entomology, University of Minnesota, 612.625.7044, krisc001@umn.edu

There are some very different bees and wasps that live in turf. Some of them will not hurt humans and need to be protected. Solitary wasps, such as the eastern cicada killer, are very different in their behavior from the social wasps such as hornets, yellow jackets, and paper wasps. Cicada killer females use their sting to paralyze their cicada prey rather than to defend their nests. Cicada killers do not attempt to sting unless handled roughly. Adults feed on flower nectar and other plant sap exudates.

Cicada killer wasp carrying cicada to bury in the sand
Photo credits: Bugwood.org

Some social wasps nesting in the ground can be dangerous and should be eliminated. Read this article and learn to tell the difference and understand how wasps and bees benefit a golf course.

Solitary Wasps

Cicada killer sphecid wasp, Family Sphecidae, Order Hymenoptera, Sphecius speciosus

Adult eastern cicada-killer wasps are large, up to 2.0 in long, with hairy, reddish and black areas

on the middle thorax, and are black to reddish brown marked with light yellow stripes on the rear abdominal segments. The wings are brownish. Coloration superficially resembles that of some yellow jacket and hornet species. The females are somewhat larger than the males, and both are among the largest wasps seen in the Eastern United States, their unusual size giving them a uniquely fearsome appearance. European hornets (Vespa crabro) are often mistaken for Eastern cicada killers.

Adults emerge in summer and are present in a given area for 60 days, usually until mid-September. The large females are commonly seen in sandy areas.

Cicada killer digging nest to bury cicada in the sand Photo credits: http://forums.steves-digicams.com/close-ups/190400-giant-cicada-killer.html

In digging a burrow, the female dislodges the soil with her jaws and, using her hind legs, pushes loose soil behind her as she backs out of the burrow. Her hind legs are equipped with special spines that help her push the dirt behind her. The excess soil pushed out of the burrow forms a mound with a trench through it at the burrow entrance. Cicada killers may nest in planters, window boxes, flower beds or under shrubs, ground cover, etc. Nests often are made in the full sun where vegetation is sparse.

After putting one or more cicadas in her nest cell, the female deposits an egg on a cicada and closes the cell with dirt. Male eggs are laid

on a single cicada but female eggs are given two or sometimes three cicadas; this is because the female wasp is twice as large as the male and must have more food. New nest cells are dug as necessary off of the main burrow tunnel and a single burrow may eventually have ten or more nest cells. The egg hatches in one or two days, and the cicadas serve as food for the grub for two weeks. Overwintering occurs as a mature larva within an earth-coated cocoon. Pupation occurs in the nest cell in the spring and lasts 25 to 30 days. There is only one generation per year and no adults overwinter.

Males aggressively defend their perching areas on nesting sites against rival males but they have no sting. The males are more often seen in groups, vigorously challenging one another for position on the breeding aggregation from which they emerged, and generally investigate anything that moves or flies near them. It is not unusual to see two or three male wasps locked together in apparent midair combat, the aggregate adopting an erratic flight path until one of the wasps breaks away. They will only grapple with other insects, and cannot sting.

Both sexes are well equipped to bite, as they have large jaws; however, they do not appear to grasp human skin and bite. They are generally non-aggressive towards humans and usually fly away when swatted at, instead of attacking. You can walk through areas where they are active without attracting attention.

Cicada killers are marvels of nature and should be respected and enjoyed by all. People love to tell big bug and fish stories and cicada killer stories add to their entertainment and conversations on the great biodiversity on the golf course.

Social wasps

Bald face hornets, Eastern yellow jacket, Paper wasps, Family Vespidae, Order, Hymenoptera, Dolichovespula maculata, Vespula maculi-

Yellow jacket on leaf
Photo: John Obermeyer, Purdue U

frons, and Polistes spp.

Yellow jackets, bald faced hornets, and paper wasps are the most common types of wasps encountered by people. Wasps are beneficial insects and kill thousands of caterpillars and pest insects. Wasps feed their young larva other insects, so they are great at suppressing caterpillar populations. However, they are generally considered to be pests because of their ability to sting.
Wasps have a slender body with a narrow waist, slender, cylindrical legs, and appear smoothed-skinned and shiny.

Yellow jackets and hornets are by far the most troublesome group, especially ground, cavity-nesting, and tree nesting. Defensive behavior increases as the season progresses and colony populations become larger while food becomes scarcer. In fall, foraging yellow jackets are primarily scavengers, and they start to show up at picnics and barbecues, around garbage cans, at dishes of dog or cat food placed outside, and where ripe or overripe fruit is found.

Bald faced hornet on leaf
Photo: John Obermeyer, Purdue U

The yellow jacket and hornet wasps build a nest of paper made from fibers scraped from wood mixed with saliva. It is built as multiple tiers of vertical cells, similar to nests of paper wasps, but enclosed by a paper envelope around the outside that usually contains a single entrance hole. Immature yellow jackets are white, grub-like larvae that become white pupae. Colonies live only one season.

Bald face hornet nest
Photo: Steve Jacobs, Purdue U

Mud daubers are black and yellow thread-waisted solitary wasps that build a hard mud nest, usually on ceilings and walls, attended by a single female wasp. They belong to the family Sphecidae. They don't defend their nests and rarely sting.

Social bees

Honeybees are very important to commercial agriculture, but native bees are better and more efficient pollinators of native plants and crops. Bees feed only on nectar (carbohydrates) and pollen (protein) from flowers.

Social bees, such as honey bees make a series of vertical honey combs made of wax. Their colonies are mostly in manufactured hives but they do occasionally nest in cavities in large

trees, voids in building walls, or other protected areas. Honey bees form a cluster when hive temperatures approach 57° F. As the temperature drops, the cluster of bees becomes more compact. Bees inside this mass consume honey and generate heat so that those in the cluster do not freeze. As long as honey is available in the cluster, a strong colony can withstand temperatures down to -30° F. or lower for extended periods. Honey bees are perennial insects with colonies that survive more than one year.

Cellophane bees, Family Colletidae, Order Hymenoptera, Colletus spp female Photo: Margarita López-Uribe, entomology.cals.cornell.edu/extension/wild-pollinators/native-bees-your-backyard

Social bumblebees use old mice burrows, cavities in buildings, and other locations to make their nests. Like honey bees, bumblebees make cells of wax. Only the newly hatched and fertilized queens overwinter and the colony is annual, not perennial as in honey bees. The colony dies in the fall with only the newly produced queens surviving the winter. The new queens leave their nests during late summer and mate with males. The queens then seek out overwintering sites, such as under loose bark, in rotted logs, under siding or tile, and in other small crevices and spaces, where they become dormant. These queens become active the following spring when temperatures warm. They search for favorable nesting sites to construct new nests. They do not reuse old nests.

Solitary bees

Not all bees live in hives like hon-

cellophane bees, Family Colletidae, Order Hymenoptera, Colletus spp female
Photo: www.opsu.edu/Academics/Sci-MathNurs/NaturalScience/PlantsInsectsOfGoodwell/colletidae/colletidae.html

ey bees do. In fact, 70% of all the 20,000 species of bees are solitary and nest underground. In North America, most of these ground bees become active in early spring. Nests of these bees are easy to identify above ground because of the conical piles of dirt with a large hole in the middle that serves as the entrance to the bee burrows. Although many ground-nesting bees may be found flying around their nests in the spring, they are gentle and very rarely sting people.

One of the most abundant ground nesting bees is Colletes inaequalis. Even though this bee is solitary, meaning that every individual female builds her own nest, it is also a gregarious nester. Many build their nests next to each other. The nests are obvious above ground because of the conical piles of dirt with a hole in the middle Colletes inae-

Blue orchard mason bee, Family Megachilidae, Order Hymenoptera,
Osmia lignaria
Photo: www.fs.fed.us/wildflowers/pollinators/pollinator-of-the-month/mason_bees.shtml
Beatriz Moisset and Vicki Wojcik, Pollinator Partnership

qualis has a strong preference for sandy soils on south facing slopes. You may find these bees showing up every year in the same place in the turf. Unlike social bees and wasps, solitary species are not aggressive insects even though females do have stingers. These bees will not attempt to sting humans unless handled. Most activity at nest sites in early spring is of males looking for females to mate with, but male bees cannot sting. Specifically, Colletes inaequalis and similar looking Andrena species are important pollinators of spring crops like apples, blueberries and cherries.

Mason bees (Osmia) and leaf cutter bees (Megachile) are similar in many ways: they carry pollen on their bellies rather than on their hind legs and they nest in holes in wood or straw. Honeybees carry round balls of pollen on their hind legs. There are 140 species of mason bees, Osmia in North America. They are all known for visiting fruit trees, such as apples, plums, pears, almonds, and peaches.

When building their nests, mason bees do not use cut leaves the way that leaf cutters do; mason bees use clay to make partitions and to seal the entrance. This unique mud-building behavior leads to their common designation as masons. Mason bees seem to like the company of others of their kind and happily build their nests next to each other. They also readily accept the hollow tubes provided by the orchard grower for this purpose. This proves to be very beneficial to the fruit tree grower because it makes for easier orchard management. The blue orchard bee is prized for its efficiency pollinating fruit trees and is one of the few native pollinators that is managed in agriculture.

Not all striped and flying insects are dangerous. Identify your pests and act accordingly.

The MGCSA gratfully acknowledges Dr. Krischik's dedication to the study of insects and her willingness to share her discoveries with the golf course industry.

SW Exposure Golf Outing Hosted by Bill Brooks and Rose Lake Golf Club

WEE ONE MINNESOTA GOLF OUTING AT BRACKETT'S CROSSING COUNTRY CLUB

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MONDAY, OCTOBER 12, 2015

Lakeville, Minnesota
HOSTS: Tom Proshek,
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$125 per Player / $500 per Team
Four Person Scramble *only one MGCSA member per team necessary*

Great Golf Prizes. On course refreshments. Lunch on the course. Heavy hors d'oeuvres immediately following golf with cash bar reception.

Enter Early. Field is limited to 30 teams (120 players).
Taco Bar @ Brats to go (lunch included in registration fee)
Country Club Attire – Collared Shirts. Soft spikes only.

10:00 - 11:00 a.m.	Registration – Driving Range available
11:00 a.m.	GOLF - Shotgun
4:00 p.m.	Prizes and hors d'oeuvres reception (cash bar).

Contests: Must be present at the reception to win.
Pro Shop Certificates 1st Place $500, 2nd Place Draw $300, 10th Place Draw $160, 18th Place Draw $160, 24th Place $160 Draw
Gross Skins Game - $20 per team The Rock "Go-Pro" Challenge Giant Putt Contest prior to shotgun for $100
Mulligan Purchase: 4 for $20 or 8 for $40
Closest to the pin winners on the Par 3's will draw down for a set of irons.
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Name: _____ Course/Company _____

Name: _____ Course/Company _____

Name: _____ Course/Company _____

REGISTER: ___GOLFERS @ $125 per Player / $500 per Team (Golf, prizes, refreshments, lunch, hors d'oeuvres) Dinner only $ 75

TOTAL ENCLOSED: $_____

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Credit Card Number: _____ Security Code: _____ Expiration Date: _____

Within the Leather

by David Kazmierczak, CGCS

July is here, and with that the dog days of turf management in Minnesota commence. Don't know about you, but in my world that means equal parts happiness for the sunshine, beautiful days and golf opportunities and the dread of pulling hoses, fungicide sprays and time off requests. It also means I usually have exhausted anything tangible for this column so here is my annual mid-summer hodge-podge of musings and thoughts. Do with it what you like.

As I write this on Monday, July 6th we have just received by the grace of God 4.5 inches of rain in the past 12 hours. This just as the course was starting to dry to the point of ordinary. Guess the hose-pulling will be waiting just a bit wee bit longer. It also means it will have been since April, and only twice that month, that I have run a full system of overnight watering. Looking back, this pattern is almost the exact same as last year when Mother Nature suddenly turned off the spigot the remainder of the season and into winter, at least in my neck of the woods. It will be interesting to see if the same thing happens this year. I do know I don't need another 4.5 in 12 hours, thank you. Some of my tree mulch was last seen floating past Red Wing, along with half my bunker sand.

Now 4.5 inches of rain is probably a two to three time a year event in Tacoma, Washington from what I have gathered about that region, but you sure couldn't tell by watching the US Open at Chambers Bay now could you? No, the USGA once again had their way with the touring pros by making them play on a cookie for the second year in a row. The last cookie if you remember, Pinehurst Number 2, still resembled a "traditional"

US Open course even if it didn't look or play like one on TV. Chambers Bay may as well have been the moon. I can't tell you how many members, friends or even strangers who, when they found out what I did for a living, related to me their disgust for Chambers Bay as the Open sight and how horrible the course looked. The prevailing thought was that that kind of course was what you were supposed to have at the British, not the US Open.

I tried to play devil's advocate telling them that their notion of what a US Open was supposed to look like needed to change and that nowhere is it written that the US Open has to have enormous trees hanging over fairways and lush, 6-inch rough but to no avail. The people want their thick, green golf course. Give it to them. Why make more people, especially ones that already care about the game, upset about it. That's just my opinion. Can't wait to hear more complaining about brown links after the PGA at Whistling Straits! Three straight brown, tree-less links courses for majors seems like a tad much don't you think?

One of the aforementioned members I was talking to and trying to talk out of hating on the US Open was also throwing me bouquets about our course conditions this year. I am sure many of you are getting the same bouquets. 2015 has pretty much been a high, hanging curveball agronomicly speaking. I said to him what I always say when complimented on the course: first, thank you very much, second, I owe it mostly to my crew and third, I get tremendous support from the owner, pro shop and all the supporting cast from the entire operation. He pointed out that doesn't happen without talent, knowledge, and hard work from the superintendent position and I should not take myself lightly.

Flattered, I once again thanked him and decided not to pursue it any longer. But

sometime later I wondered how much I, and in general, we take ourselves lightly or deflect credit or kudos and to what detriment? I will never change my stance of extolling the exploits of the fabulous support from my crew and operation at this course, but I have read a plethora of articles extolling the virtues of standing up for yourself and realizing what you are bringing to the table for your organization not just at your club or course, but outside of it as well. I plan to take compliments better in the future.

Speaking of compliments, I need to send a big one out to Matt Johnson, equipment manager at Stoneridge as well as Jeff Girard, Superintendent. It never fails to amaze me how this industry helps each other in a time of need. Maybe we just have so much stuff going on that we are always in need, I don't know. Anyway, Matt, with Jeff's blessing, took time out of his busy day to help us out when our big rough mower took a dump on us with the aforementioned beloved six inch rough in full glory at Prestwick due to, well, you know, THE RAIN. My equipment manager, Chad Braun was up north on a long, long overdue vacation when Murphy's Law struck knocking out the only machine in the entire fleet for which we have no tangible back-up. Matt took time out to come to our aide and help get the thing back to the shop so it could be picked up and fixed, foregoing his duties and assuredly extending his day. Thank you Matt for all your help, it was so appreciated and we owe you one.

That's about it for July musings for this guy. If you haven't yet, try to sign up for an upcoming MGCSA event and make a new friend. You never know when you might need a helping hand with a mower, or advice on a disease, or a handy tip for topdressing, or help with disease I.D. Or if you hang out long enough in Minnesota apparently, help designing an ark!