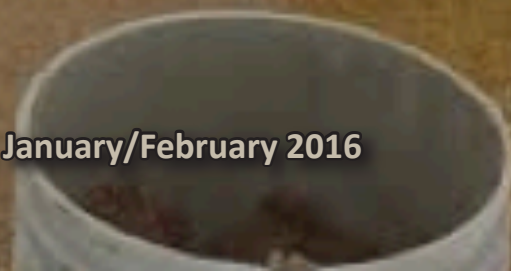


***Your Dollars At Work:
Member Driven Research
Bentgrass Overwinter
Germination Trials***



Hole Notes

The official publication of the MGCSA



Vol. 50, No. 1 January/February 2016



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Presidential Perspective

by Dave Kazmierczak CGCS, Superintendent at Prestwick Golf Club

**“Viva el
Presidente!”**

**If I hear that
from one more
MGCSA member
that I have at least
a somewhat close**

**relationship with I think I am going
to throw up. It has been non-stop
from the Annual Meeting at the
Northern Green Expo through the
GIS Show in San Diego last week. I
think I even uttered it myself once or
twice.**

**Even though I am getting tired
of hearing it, I know it is just a fun
way to say congratulations and
atta-boy or whatever for what is
the highest honor one can achieve
at the board level of the MGCSA.
While anybody who knows me
knows I don't take things too
seriously in life, I can tell you I most
certainly take the Presidency and the
responsibilities therein very seriously
and wish to thank each and every
MGCSA member for trusting me
with this charge. I will strive to prove
I am worthy.**

It is safe to say that the

**association today is as strong as it has
ever been, at least since I have been
a member. Under the guidance of
past presidents Paul Diegnau CGCS,
Scottie Hines CGCS, Roger Stewart
CGCS and now Jake Schmitz, a
vision for the future was and has
been created to help better serve the
MGCSA members on an individual
basis and as a whole. If you have
been reading the Presidents columns
the last few years, or my editor's
column, or Jack's column you have
heard all the great things that have
been accomplished or are in the
works the past five or six years so I
will not re-hash them. Suffice to say
that much has been done, but there is
still so much more room for growth.
That's where you come in.**

**It is not enough for a president
or board member to care about an
issue or champion a cause. It is not
enough for an executive director to
work tirelessly to ensure the smooth
running of this operation. In order
to ensure a strong, invigorated
MGCSA into the future, one that
serves and enables each member to
grow, strive and become informed,
it takes all of the MGCSA members**

to work together, participate and help nurture itself to ensure viability. This is what I am striving for in my presidency- but I need your help.

I am asking each member to take it upon him or herself to place one more unit in their MGCSA basket. Whatever it is- attending one extra outreach program, volunteering for an MGCSA committee, attending the MGCSA championship for the first time in a while- whatever you want to do, just do it. Make the time to not only attend or participate for you- but to make the association stronger as a whole. Your involvement matters. It matters to each and every person in the association whether you realize it or not.

The board has strived to offer more ways for members to participate and be involved. Many have taken notice and attended. There are numerous types of events, geared for all types of members and in all regions of the association. Pick one. Attend. It is that easy. If an excuse immediately pops into your mind, tell yourself it is just that- an excuse. You are a golf course superintendent. Excuses are for the Pro Shop. You have always been able

to make the time and find a way to get it done. That's what you are and who you are. Put the excuses aside and make a small commitment that will pay dividends you can't even see yet.

One opportunity that has enormous potential is the new MGCSA Day on the Hill event, slated for March 24th. If you aren't on Spring Break with the kids, or Spring isn't breaking all over us, it will be a fabulous way to get involved with what is becoming vastly important to all of us- government relations. A wise man once said if you don't have a seat at the table you may just be the meal. This is your invite to be on the seat, and maybe avoid the table. Look for details in the MGCSA Stimpmeter, pay attention to MGCSA emails or go to the new and improved MGCSA website for information.

With the Northern Green Expo and GIS behind us, it will not be long before the warm temperatures arrive and we will all be doing what we love to do. I wish for each of you a very solid start to the season and a happy, healthy and profitable 2016.

Sincerely, "El Presidente 2016".

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9:30 - 12:00 Business Tour

12:00 - 12:45 Amazing Lunch Break

12:45 - 2:30 EM Open Discussion and Forum

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

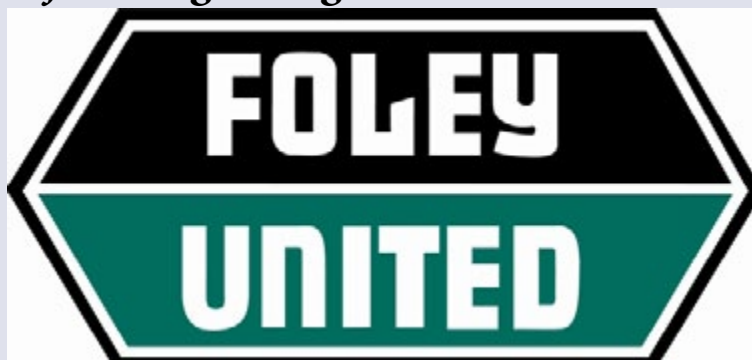
RSVP Requested by February 20, 2016

MGCSA and Non-MGCSA members are welcome

To Participate Contact:

Register on-line at mgcsa.org

jack@mgcsa.org or call 651 324 8873



TAKE PART IN THE

GOLF INDUSTRY DAY ON THE HILL

Starts at 7:30 a.m.

Wednesday, March 24, 2016

Kelly Inn / State Capitol, St. Paul



PGA
Minnesota Section

The golf industry in Minnesota has a track record to be proud of. Besides hosting numerous national golf events including the PGA Championship, both Men's and Women's Opens, and the 2016 Ryder Cup, the business of golf annually generates over 2.3 billion dollars in revenue and employs 35,000 individuals in the state. Do you want to help ensure our industry remains strong and vital in the future? Attend the first ever Golf Industry Day on the Hill!

Golf Industry Day on the Hill is your chance to **tell your elective officials your story** about the issues you face every day. Recently, the golf industry has been involved in conversations regarding phosphorous fertilizer, a license plate initiative, and limiting unfair taxation. We need YOU to be part of the conversation!

This day, the first of its kind, will focus on telling the good story of the golf industry including a nudge encouraging legislative support of a water conservation program with the intent to protect irrigation allocation during times of drought.

What key messages will we deliver to legislators?

- **Economic Impact of Golf in Minnesota:** The golf industry has a \$2.3 billion annual economic impact to the state's economy and sustains 35,000 jobs.
- **Event Economic Impact:** The Ryder Cup, the largest sporting event to be held in Minnesota, will be watched by 500 million people and will generate an economic impact of \$140 million dollars locally.
- **Environmental Stewardship:** Golf helps to create and steward 21,000 acres of pollinator habitat, wildlife corridors, native plant areas, natural water features and wetlands.
- **Green Space:** Green space on golf courses increases carbon sequestration, generates oxygen, provides sound abatement and solar/glare reflection as well as dust collection.
- **Stormwater Management:** Golf courses provide for communities' largest rain gardens, pollution abatement, ground water recharge and erosion control.

To register, fill out page 2 of this form. Please reserve your spot by March 8th for the March 24th event.

Questions about the topics?

Call Jack MacKenzie at 651-324-8873, or e-mail jack@mgcsa.org.

Questions about registration?

Call the MNLA office at 651-633-4987.



REGISTRATION FORM

GOLF INDUSTRY DAY ON THE HILL

Starts at 7:30 a.m.

Wednesday, March 24, 2016

Kelly Inn / State Capitol, St. Paul



PGA
Minnesota Section

MNLA will be coordinating appointments on behalf of MGCSA, upper Midwest CMAA Chapter, MPGA and MGA.

Please return this form to MNLA no later than March 1. Never contacted your legislator before? Don't worry – "rookies" are matched up with "veterans!"

✱ Yes, I plan to attend the Golf Industry Day on the Hill.

Company or Organization Name: _____

Main contact name: _____ Phone: _____ Email: _____

We need all of the following information from each attendee to make appointments:

Name & Cell:	
Member of: <input type="checkbox"/> MGCSA <input type="checkbox"/> upper Midwest CMAA Chapter <input type="checkbox"/> MPGA <input type="checkbox"/> MGA	
Home Address:	Business Address:
Name & Cell:	
Member of: <input type="checkbox"/> MGCSA <input type="checkbox"/> upper Midwest CMAA Chapter <input type="checkbox"/> MPGA <input type="checkbox"/> MGA	
Home Address:	Business Address:

Name & Cell:	
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Home Address:	Business Address:
Name & Cell:	
Member of: <input type="checkbox"/> MGCSA <input type="checkbox"/> upper Midwest CMAA Chapter <input type="checkbox"/> MPGA <input type="checkbox"/> MGA	
Home Address:	Business Address:

(Home address will not be published or recorded anywhere. However, we need it to identify which district you actually vote in.)

✱ Are there other legislators you know well enough that you'd like to visit?

Legislator Name: _____

Please reserve your spot by March 8th for the March 24th event.

Fax to: 651-633-4986 or toll-free 888-266-4986 or mail to
MNLA, 1813 Lexington Ave N, Roseville, MN 55113

*All Minnesota golf industry
professionals and volunteers are
invited to attend this event.*

Questions about the topics?

Call Jack MacKenzie at 651-324-8873,
or e-mail jack@mgcsa.org.

Questions about registration?

Call the MNLA office at 651-633-4987.





In Bounds

by Jack MacKenzie, CGCS

Eleven years ago, and at the young age of 75, my mother

passed away due to a head injury caused by a fall. Mom was always a planner, and she had left me, the executor of her estate, a health directorate, which was a gift of thoughtfulness. Her living will was crafted effectively to define her desire to be allowed the dignity of a peaceful death with no life sustaining measures should it be determined that resuscitation would not bring her back to a lifestyle as good, if not better than, pre-injury.

Clearly stated, she comforted my siblings and me with direction. And although none of us were really mature enough to accept her untimely death, we were respectful of her final wishes.

My greatest regret was not being forceful enough with the hospital's intensive care unit in assuring her comfort care only, once admitted to

the hospital. They were unaware or ignorant of her living will and, as all hospitals are geared to survival no matter the cost, had intubated her and began hydration as soon as she was admitted. Were it not for a single understanding nurse who realized my mother's terminal condition, she would have been kept upon life support until I fully realized the magnitude of her situation, at a great cost as well as against her final wishes of a quick and painless passing. My siblings and I pursued hospice in her home as soon as possible when we became cognizant that the hospital was interfering with my Mom's final wish and thus prolonged her suffering.

In her mid-eighties, great Aunt B had also selected me to provide executive services as well as assure her of her last health wishes following an accident; a peaceful death with no induced recovery should she not attain her previous health conditions. To her misfortune and against her wishes, following a

severe fall, I arrived at her hospital bed with her living will after another, closer, family member assured the doctors she wanted to be resuscitated even though the head injury she sustained earlier that day would have left her totally incapacitated and dependent upon aide for the rest of her life. I was told by the hospital that once the preparation for resuscitation had begun they were no longer able to grant her wishes of a peaceful and dignified death as I was presenting. Following a lengthy surgery and even longer five days of decline with complete life support systems, she expired in the hospital, her head wrapped as if she were a mummy.

None of us are getting any younger. Death, following a full life, and the talk of our individual final passage, doesn't really introduce itself into conversation in a casual fashion. Yet, and especially for those of us who are responsible for our parent's final wishes, this topic must be discussed. In my mid-fifties, not only am I in charge of my father's health directive, but I am also accountable for making my own

final health directives known to my wife and children. This information cannot be danced around. Hard decisions must be made following misfortune or health altercation, and those responsible for limiting resuscitation must stick to their sponsor's wishes and not be pushed by the "system" and thus prolong a marginalized life.

Recently, I finished a book called *Being Mortal* by Atul Gawande. Inspired by my father-in-law's recent diagnoses of stage four-lung cancer, I sought understanding into the modern process of aged death, prolonged medical care and dignity.

We often talk about the quality of our lives when perhaps the most provocative moment can be our expiration. Will it be quick or slow, pain free or hell, embracing or distant, with dignity or embarrassment? Will it take place in comfortable surroundings or a sterile hospital? Will the process drain our life savings or will everything we worked for be passed to the next generation as a reminder of our life's influence?

Death at the end of a long life is a very personal experience. In *Being Mortal*, the reader is introduced to the history of passing and how modern societies throughout the world have focused on length of life rather than quality of life, especially in the final moments. In old age dialysis, chemotherapy, transplants and other remediation may well prolong the time we spend on this world, but will those additional days of compromised lifestyle be a fair tradeoff for a dignified death?

I have had this discussion with both my father and father-in-law. What are your biggest concerns and fears? What goals are most important to you? What compromises are you willing to subject yourself to in an effort to prolong your life? So many of the modern miracles brought into play at the end of a rewarding life may actually cause one to lose their self-respect.

I have also asked myself these same questions. The thrifty Scot that I am, I do not want to be a financial burden upon my children or

society. Nor do I intend to become a physical nuisance. Our medical advancements should be used to improve the lives of our youth rather than keep my body and mind sustained. I desire to be productive and I fear pain, both physical and emotional, should I become an encumbrance on my family. I wish to have time to say goodbye and thank you to those who brought joy into my life. It is my desire to kiss my wife one last time, and be aware of it.

Each of us will be impacted by aged death in our lives. It is paramount that we respect the wishes of our loved ones and others who have a different perspective of those last moments on earth. Plan ahead, talk with your family and come to terms with how you will respond to their decisions. Look inside yourself and make your feelings known or the system will make the decisions for you.



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Member Driven Research:

Evaluation of Creeping Bentgrass Variety

Germination Differences at Various Temperatures

Article, Data and Pictures By Dr. Brian Horgan, Sam Bauer, and Matt Cavanaugh

In recent turfgrass memory, the spring of 2011 was one of the most difficult in terms of turfgrass survival from winter. There were a number of issues in Minnesota during that winter/spring, such as anoxia due to ice encasement and crown hydration from freeze thaw cycles, which resulted in loss of creeping bentgrass and other species of turf. When winter damage does occur, the options for reestablishment include seeding, sodding, or encouraging annual bluegrass to establish through aggressive cultivation.

As you can imagine, most choose to purchase seed and to overseed, as was the case in the spring of

2011 when a local seed distributor indicated that 2011 was their “best creeping bentgrass sales year.” Minnesota springs are not known to have a luxury of heat resulting in an agonizing wait for seed to “pop.” Creative measures are occasionally taken to produce an amount of heat requisite for creeping bentgrass germination, such as temporary greenhouses, but this results in significant cost in terms of equipment and labor (Picture 1 and 2).



What if seed genetics could help us with this agonizing spring wait, ultimately reducing the weight on your shoulders? We often use turfgrass genetic characteristics for choosing varieties based on color, texture, density and pest resistance, to name

a few, but are there varieties that germinate better in the lower temperature environments that we experience in a Minnesota spring. Can genetics help repair a damaged creeping bentgrass playing surface faster by choosing the right variety? Other studies looking at bermudagrass variety germination differences found there were significant differences in germination based on temperature (Deaton and Williams, 2013).

This Member Driven Research study looked at the issue of creeping bent-

grass germination at cold temperatures by characterizing varieties based on their cold temperature germination potential. We selected twenty-two commercially available creeping bentgrass varieties and evaluated them at sub-optimal temperatures (Table 1). For this, varieties were placed in growth chambers that simulated spring time temperature averages of 40, 50 and 60F, which represents historic Minneapolis/St. Paul average temperatures on April 1st (high 50 °F, low 31 °F), April 24th (high 60 °F, low 41 °F), and May 17th (high 71 °F, low 49 °F),



Picture 1: A propane heated temporary greenhouse being used to germinate creeping bentgrass in the spring in Minnesota.

respectively. From this point forward, average daily temperatures will be referenced as low (40 °F), medium (50 °F), and high (60 °F).

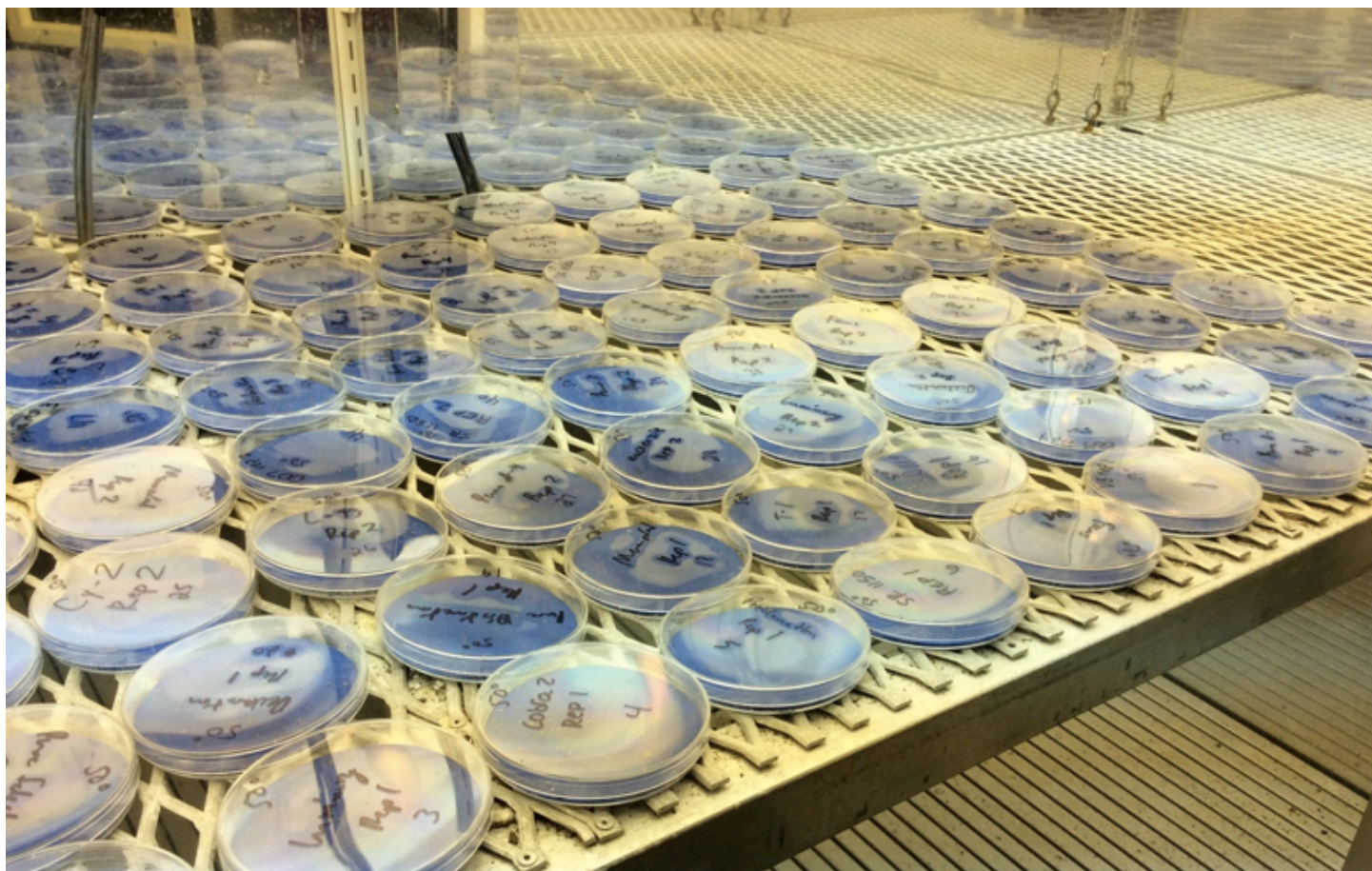
One hundred seeds for each variety were placed into a petri dish lined with germination paper. With twenty-two varieties, three temperatures, four replications, and one hundred seeds per replications, the total seed count was 26,400 bentgrass seeds. After watering, the petri dishes were transferred into separate growth chambers set to provide 8 hours of light during the high daily temperature and 16 hours of darkness during the low

daily temperature. The germination paper was kept moist to facilitate germination (Picture 3). Seeds were assessed for germination on a daily basis. When a seed germinated it was counted and removed. This allowed us to gather information on how quickly each variety germinated and in what abundance.

It took 21 days for any seed to germinate at the low temperature, and little happened after that with only 0.4% of the 8,800 seeds germinating by 31 days after being seeding (data not shown). So, seeding on April 1st without utilizing a temporary green-



Picture 2: The propane heated temporary greenhouse providing germination results even with spring snow in Minnesota.



Picture3: Trial being conducted in the growth chamber.

house or increasing surface temperature through some other means would not be recommended.

At the medium temperature there were significant differences in variety germination (Figure 1). First germination was apparent at day 7, with no germination witnessed after day 25, and total germination being 77.2% at day 25 across all varieties. The best early germinating varieties at the medium temperature were Pure Select and Pure Distinction (Figure 1 and 2). Variety germination levels evened out over

Alpha	Penn A1
Cobra 2	Penn A4
CY-2	Penncross
Declaration	Proclamation
Focus	Pure Distinction
Independence	Pure Select
L-93	SR1119
Luminary	SR1150
MacKenzie	T1
Memorial	Tyee
007	V8

Table 1: Bentgrass varieties used in the study

time, but the varieties that germinated the quickest would be best when temperatures are less than ideal. The data indicates there are certainly varieties that take longer to germinate at the medium temperature (remember this is average daily temperature for April 24th) and do not germinate in as high of an abundance as other varieties (Figure 2).

At the high temperature, first germination was apparent at day 4 with no germination witnessed after day 19. Total germination was 89.4% at day 19 across all varieties. Even at this more ideal temperature for creeping bentgrass germination, the same variety trends continued with Pure Select and Pure Distinction germinating very well early and several varieties lagging behind both in early germination and overall abundance (Figure 3 and 4).

Stating the obvious, the initial temperature data indicates there is certainly a low temperature where creeping bentgrass will not germinate. This is important when the average daily temperatures are typically low on April 1st or earlier in the spring. The spring of 2015 would have allowed us to seed on March 15th, but this data indicates this timing would not be a very good

investment in time and resources. The variety differences witnessed in this trial can provide superintendents with information on what will get grass back quickly on greens when winter damage occurs and spring seeding is needed. We understand that solar radiation, warm soils and the fact that temperatures continue to rise as the days go on (unlike the stagnant temperatures in the growth chambers) play an important role in aiding germination. However, the growth chamber does provide a worst case scenario situation by comparing relative differences in germination among varieties at sub-optimal temperatures.

A second growth chamber run is currently being conducted to validate the initial run. For this run we increased the low temperature treatment to an average daily temperature of 45 °F (April 12th). Initial data collection on this second run is demonstrating the same trends as published here. We also conducted a dormant seeding of nine cultivars on an annual bluegrass green this past December. The green was initially killed off to simulate winter death. The areas were seeded and covered with sand (Picture 4). This spring we will collect data on variety germination to look at a more real world situation. We will also seed bentgrass

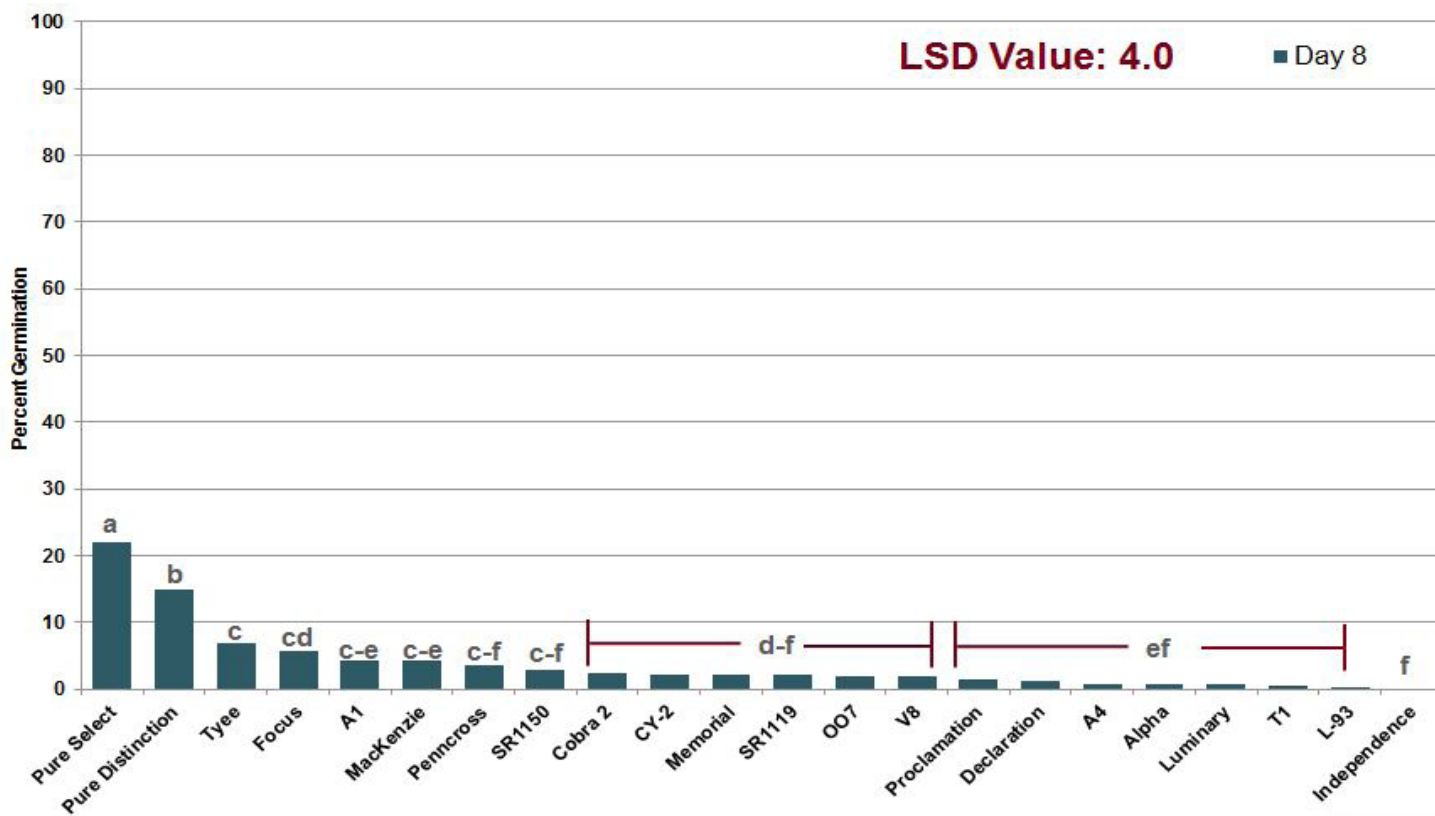


Figure 1: Cumulative germination at an average daily temperature of 50°F 8 days after seeding.

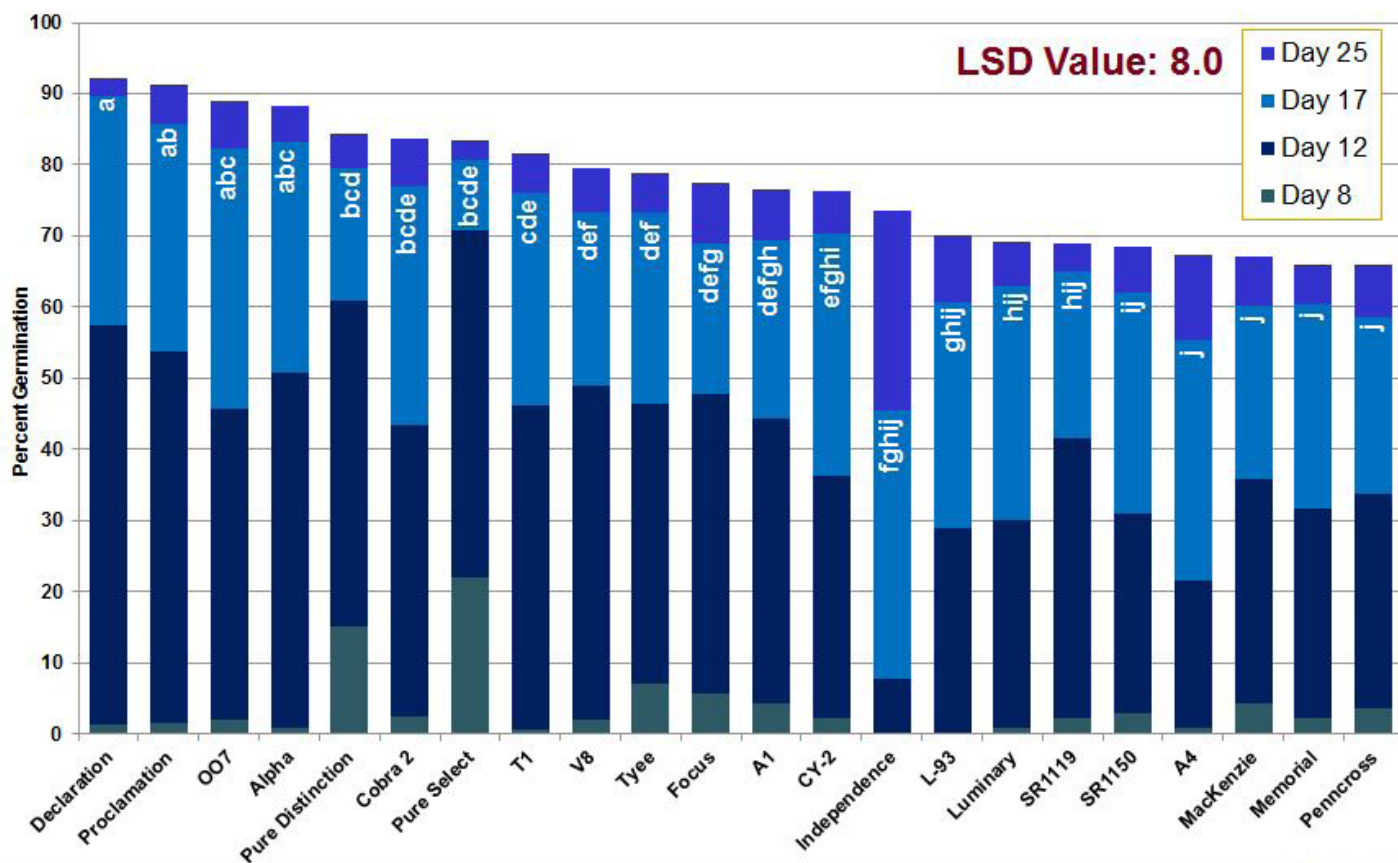


Figure 2: Cumulative germination at an average daily temperature of 50°F 25 days after seeding.

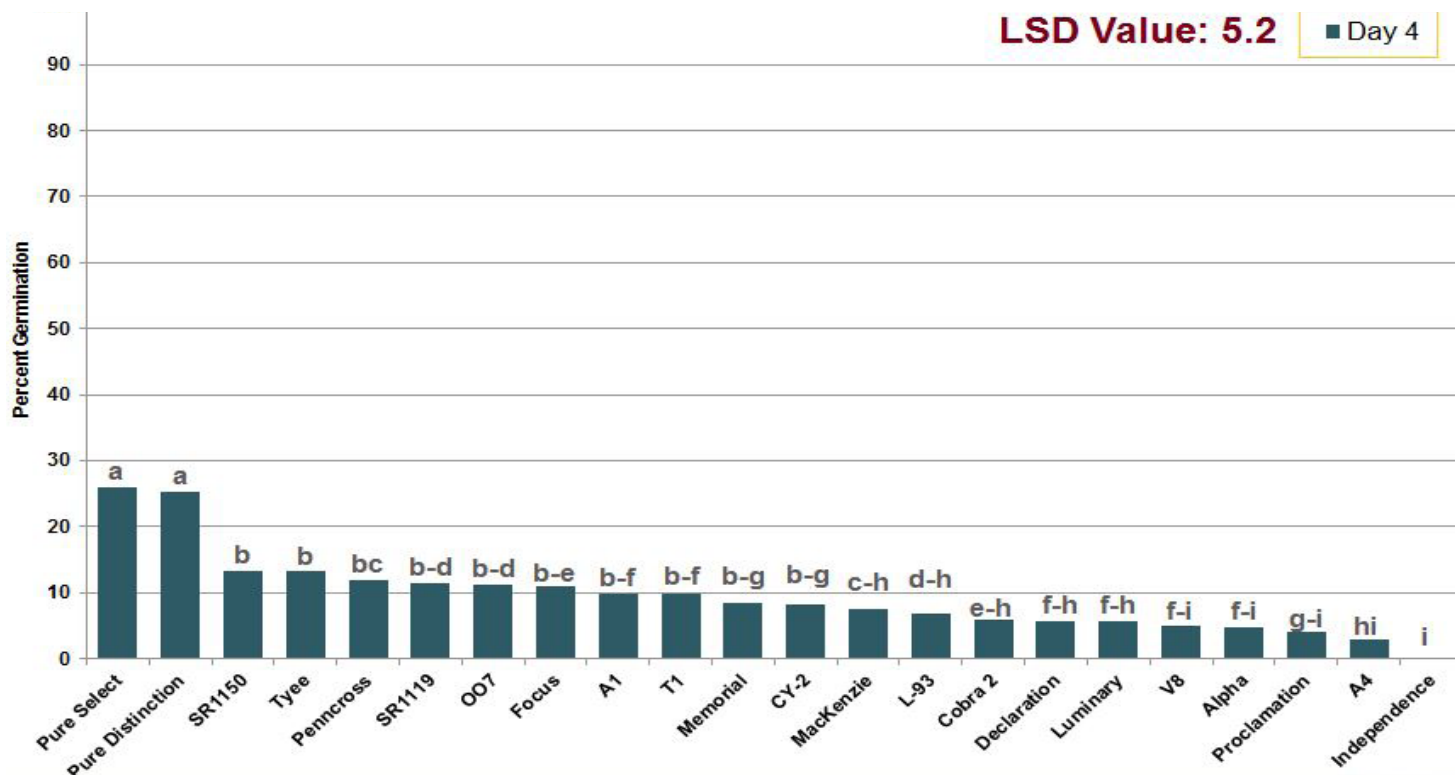


Figure 3: Cumulative germination at an average daily temperature of 60°F 4 days after seeding.

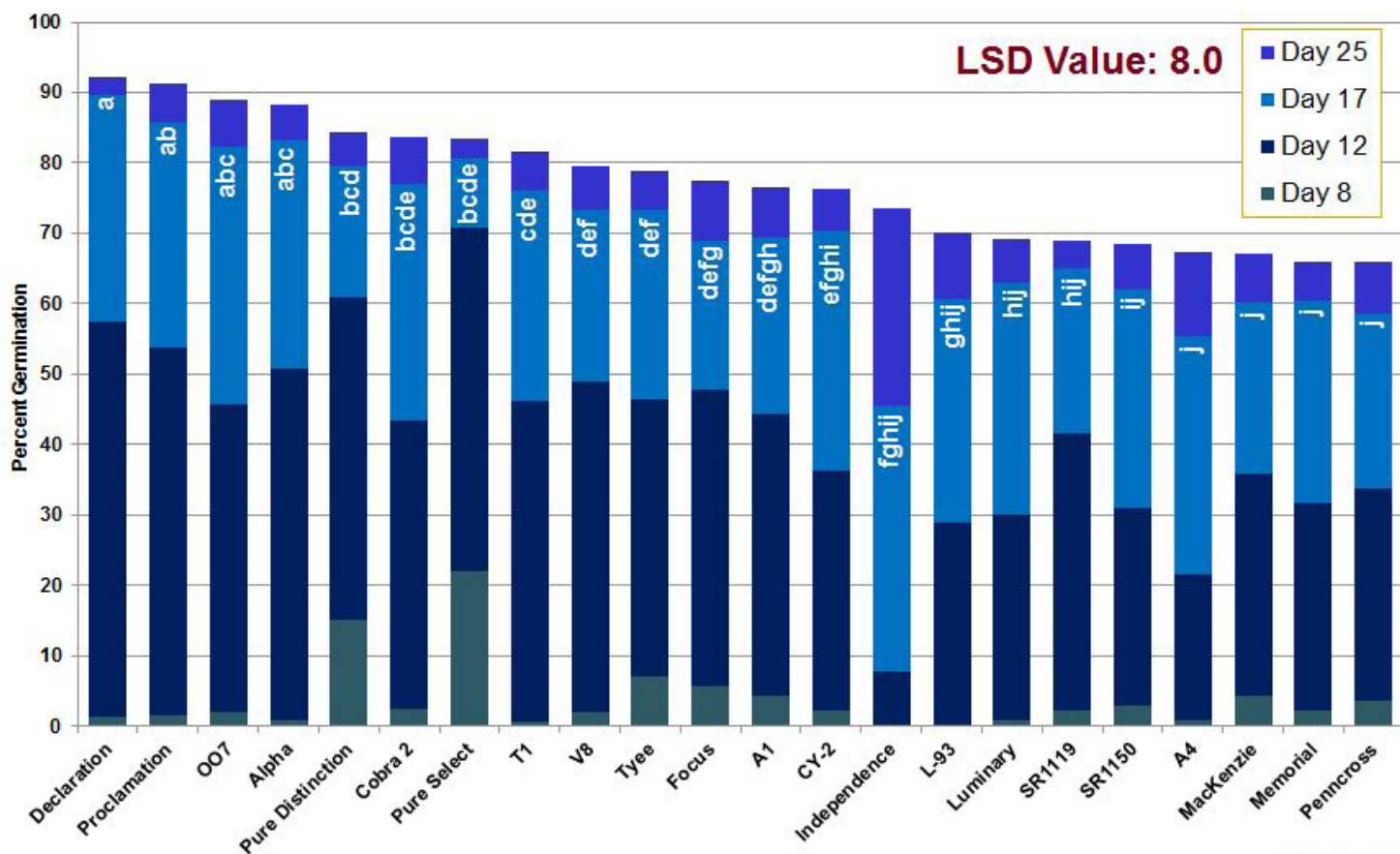


Figure 4: Cumulative germination at an average daily temperature of 60°F 19 days after seeding.

into this dead green in the spring to see the differences from a dormant seeding in December.

This trial provides some very unique information to superintendents dealing with a very tough situation. Although one should also consider other long term characteristics of a creeping bentgrass variety, germination at sub-optimal temperatures may be the most

important characteristic when winter has not been kind.

References

Deaton, M.T. and D. W. Williams. 2013. Temperature effects on the speed and completion of germination of 19 commercially available seeded bermudagrass cultivars. Hort Technology. 23:1, p. 82-85.



Picture 4: Dormant seeding of nine creeping bentgrass cultivars in December of 2015.

The Northern Green Minneapolis, MN January 2016





Selling Your Dream

Article and Photos By Kevin Norby, Herfort Norby Golf Architects LLC.



Differentiating your course with a unique bunker style or exceptional turf conditions can often result in improved rounds and revenue.

The Sell.

It is often difficult to for a superintendent to convince Board members or a Greens Committee that it's time to do a master plan, buy new equipment or spend money on a renovation project. The superintendent sees the course day-in and day-out from a perspective that

is difficult for someone without a turfgrass background to understand. There are a number of factors to consider in determining which projects are most important and why it would be beneficial to undertake a renovation project. The bottom line is that golf is a business and whether you are a private club trying to attract new members or a public facility trying to increase rounds, it all

comes down to cash flow and return on investment. Here are a few good reasons you can use to make your case that it's time to renovate:

Improve Ease of Maintenance.

Maybe the best reason to renovate is to reduce the amount of time and money spent on unnecessary repairs and maintenance. Issues like leaky irrigation systems and bunkers that wash out are common areas for improvement. This isn't really a matter of reducing main-

tenance costs, but rather reducing the need for unnecessary repairs so that the maintenance staff can focus on the more important tasks that impact turf quality, playing conditions and the golfer's experience. It's sometimes hard to sell irrigation improvements because the layman doesn't see the system or understand the impact which a new system would have on turf quality and maintenance costs. Bunkers on the other hand, affect nearly every aspect of the golf operation and golf experience including the visual



Excessively large or deteriorated bunkers can negatively impact maintenance costs and playability.



Deteriorated cart paths or course conditions can affect the golfer's perception of a course's value.

quality of the course, playability and maintenance.

Differentiate Your Course.

It is my belief that course owners and operators need to define who their customers are and then look for ways to differentiate themselves from their competition. This may

be as simple as renovating bunkers to create a unique style and experience, adding a well-designed short-game practice facility or converting the turf on their fairways or greens. Many courses would benefit from adding forward tees, changing their bunker sand or simply expanding the collars and adding run-off areas. At private clubs, this might

mean the addition of amenities like a swimming pool, exercise facilities, a bowling green or, if there is the space, a skeet or trap range.

Increase Perceived Value.

Over the past five or six years, most courses have tried everything they could think of to reduce expenses. They have slashed their maintenance budgets, delayed equipment purchases and cut back

on marketing. As a result, their customers are seeing declining turf conditions, overgrown trees, cart paths that are breaking up and increasingly inconsistent conditions in the rough and bunkers. As course conditions decline, golfers begin to look for other courses that offer a better value for the price. The decision to play one course versus another isn't always about finding the lowest price. More often than not, it's about finding the best value. Maintaining



Removing trees that narrow playing corridors and diminish turf quality can result in a course that is more enjoyable to play and less costly to maintain.

consistent playing conditions will attract new customers and encourage a sense of loyalty.

Improved Safety.

Technology has had a big impact on safety. In the 1990s, we were designing public golf courses with landing areas at 210 to 260 yards. Today, our areas are at 250 to 310 yards. From an owner's standpoint, technology has created a big liability issue. People are not only hitting the ball further, they're hitting it further off line. It may be time to renovate if your club is relying on trees to keep golfers or adjacent property owners safe.

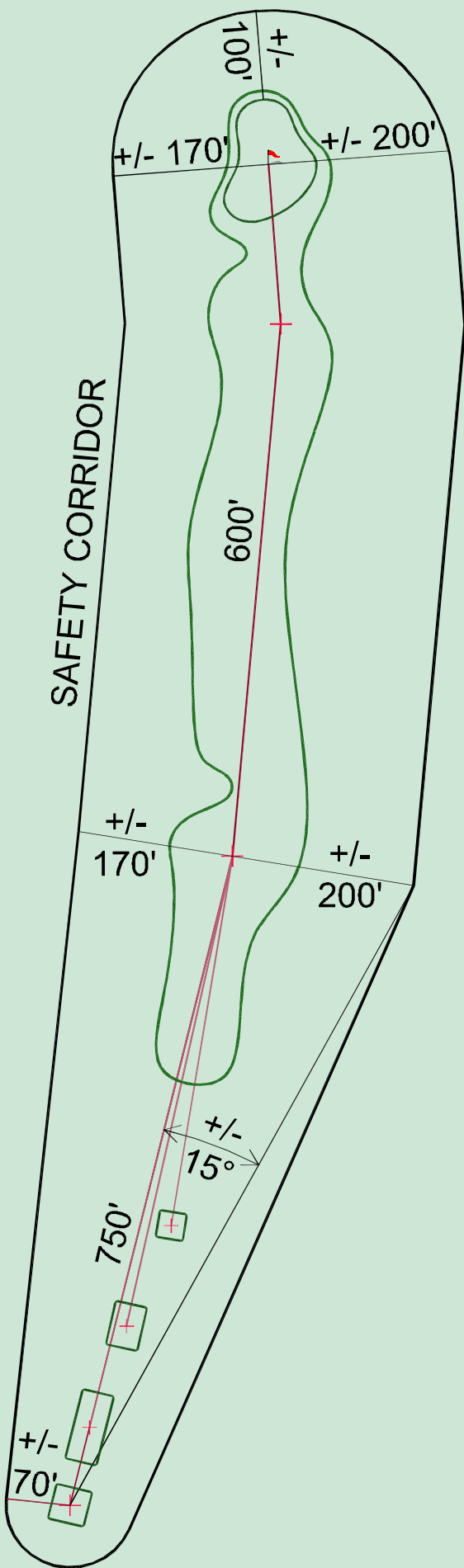
Improve Playability.

This gets back to providing improved value and differentiating your course from the competition. This might mean reducing forced carries, renovating bunkers, building new forward tees, improving irrigation or removing trees to improve turf quality and restore playing corridors. Making the course more enjoyable for more people will translate into added revenue.

In this day and age, for most courses, adding more length and making the course more challenging is simply not the answer. We've all heard it said: "golf is too difficult, too expensive and takes too long to play". The idea of making golf more difficult is likely to only further reduce profitability and take money away from projects that could actually translate into attracting more customers.

Reduce Turf Loss & Loss of Revenue.

If you have recurring issues with turf loss in your fairways or on your greens, it may be time to renovate. Often times, loss of fairway turf is a function of poor drainage or fairways that are heavily infested with *Poa annua*. Correcting fairway drainage and converting fairway turf can not only improve playability, but can help improve revenue. Loss of turf on greens may mean its time to re-grass or conduct a more extensive renovation of the greens to resolve underlying agronomic issues. From an owner's standpoint, loss of revenue is a big concern so reducing susceptibility to turf loss is a good



Safety Corridor

Distance from tee	15° Corridor Offset from Centerline
125 Yards	100'
145 Yards	116'
165 Yards	132'
185 Yards	148'
205 Yards	164'
225 Yards	180'
245 Yards	196'

On par 4's & par 5's,
maintain a 170' +/- buffer left
& a 200' +/- buffer right from
the first dogleg point to the
green. A par 5 example is
shown at left.

Kevin Norby, Principal
Herfort Norby Golf Course Architects
www.herfortnorby.com

reason to renovate and good risk management.

In short, try to think like an owner or how your Board thinks next time you request funding for a renovation project or equipment upgrades. Explaining how a renovation might benefit their bottom line rather than how it might make your job easier may be the key.

Kevin Norby is the owner and principle of Herfort Norby Golf Course Architects, LLC. and is a member of the American Society of Golf Course Architects. To see this and other articles on golf course design and renovation, visit his website at www.herfort-norby.com. Kevin may be reached via email at knorby@HerfortNorbyGolf.com.



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- 8:00-8:30 am Registration, coffee/networking**
- 8:30-10:00 am Elaine Evans UMN Bee Squad talks Pollinators**
- 10:15-11:30am Sam Bauer UMN presents Member Research**
- 11:30 Lunch provided by Bayer Environmental Science**
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The H-2B Program

Myths Vs. Facts

Do H-2B workers take jobs away from Americans?

No, H-2B workers actually support American jobs and the U.S. economy. The H-2B program provides an opportunity for seasonal businesses to operate at a greater capacity, retain their full-time workers and contribute to their local economies. Seasonal workers help support many upstream and downstream jobs. Every H-2B worker is estimated to create and sustain 4.64 American jobs, according to an American Enterprise Institute study, *Immigration and American Jobs*. If the H-2B program did not exist, many seasonal businesses would go out of business. Those that could survive would operate at a lower capacity. These companies would also purchase fewer vehicles, computers, office supplies, seed, fertilizer, machinery and other items. Sadly, this economic reality has been realized time and time again by numerous businesses who were unable to find American workers to take seasonal jobs and who were unable to hire H-2B workers due to the limiting 66,000 annual cap on the number of H-2B workers admitted into the United States.

Why can't employers hire American workers to fill these positions?

The vast majority of American workers are not interested in temporary seasonal jobs that are often manually intensive. In other cases, access to American labor may be limited by geography. For example, many resort communities may not have a local labor pool. In many cases, an industry's peak season may not allow for traditional sources of temporary labor. For example, college students are often not available in the spring or fall. These seasonal jobs may not be appropriate for high school students due to the hours or labor laws that prohibit the use of heavy machinery by minors.



At Dellwood Country Club H2B labor generates the human force necessary for normal maintenance and big jobs too. Photo Eric Peterson

Why can't these employers just pay American workers more money to do these jobs?

Employers who use the H-2B program are required to pay their H-2B workers and similarly employed American workers a premium wage dictated by the Department of Labor. As mentioned above, the challenges associated with the nature of the seasonal jobs and geography are the limiting factor in finding American workers, not wages. Further, in many cases, employers who use the program are competing against employers who choose to hire improperly documented workers and pay those workers considerably less. If wages were raised even higher, seasonal employers who use the program would not be able to sustain their businesses or their American workers.

1 Economic Impact of H-2B Workers, U.S. Chamber of Commerce and Immigration Works, Dec. 1, 2010, page 3.

Does the H-2B program repress wages for American workers by providing a cheaper labor source?

Hiring H-2B workers is not a cheap option. Employers are required to pay H-2B workers and similarly employed American workers a premium wage that is often well above the federal minimum wage. In fact, an economic study found a correlation between H-2B workers and rising wage rates.¹ If employers could hire American workers to fill seasonal positions, they would gladly do so. The H-2B program is extremely costly, complicated and wrought with uncertainty due to an overly restrictive cap and a constantly changing regulatory environment. Employers turn to the H-2B program as a last resort, after extensive efforts to recruit American workers.

Are H-2B workers eligible for any government benefits (welfare, food stamps, Medicaid, SSI, etc.)?

H-2B workers actually contribute to the American economy by paying taxes. Like American workers, Medicare fees are withheld from their paychecks. Unlike American workers, however, these workers cannot collect these benefits. H-2B workers help fund these programs.

What laws and safeguards are in place to protect H-2B workers from workplace abuse and employers who commit labor violations?

H-2B workers are protected by the same labor laws as American workers. H-2B employers must comply with all federal state and local labor, health and safety laws. Further, H-2B workers are issued a workers rights card in English and Spanish upon admission to the United States that outlines all of their rights and provides a toll – free number to report abuses. Employers must guarantee H-2B workers full time employment and their wage rates. They are also prohibited from collecting any type of recruitment fee from H-2B workers. Employers who violate the law are subject to civil and criminal enforcement. The fact that most H-2B workers chose to

A Local Experience: Dellwood Country Club Uses H2B and Appreciates the Program

By Superintendent Eric Peterson

I decided to turn to H2B program for a number of reasons. First I was tired of retraining new employees which has been a constant for a number of years. We really want to build a consistent maintenance program and raise the standard. We felt as though we could get there toward the end of the season but we had to start over the following year. We also would lose employees mid-season and have to go through a second hiring process in August to try and get through the rest of the season.

We are one season into the program and the benefits to us were employees who took a great deal of pride in the maintenance of the course, they were extremely flexible in the hours they worked, they were available to work from the day they arrived in April until the day their work visa expired, there was never any complaining

about the work they were asked to do and the conditioning of the course has never been as consistent in spite of a very wet season.

The negatives have been an increase in labor cost, dependency on a government run program (the Department of Labor determines the prevailing wage), we lost out on one employee because the applicant was not honest with the information he gave immigration and you do have to go through a vetting process to fill the positions you have open with local labor before you are given visas. This entails posting the job with the State Job Force web site and advertising in the local paper. If you can not fill the position locally then you are granted visas for the unfilled spots. Once you are granted visas you have to recruit workers.

We were fortunate that we had two previous employees from Mexico that wanted to return to

the U.S. to work seasonally. They recruited the other workers we needed and also helped by talking with the recruits about what was expected of them when they came to work at DCC. After you identify who your workers will be, background checks are run on them through the Department of Homeland Security. You are not guaranteed that your workers will be here the day their visas allow them to be. Our workers visas were valid on April 1st but did not get here until April 10th. This was due to the back log of workers coming through the embassy in Monterrey and the office being closed over Easter. Once workers arrive they will need to find hous-

ing and transportation to work. Our crew lived at the shop until they found housing and we had to advance them some funds so they could buy groceries, etc.

We used a law firm in Texas to do all the paper work and filing and we did the recruiting. The additional cost of the program over hiring locally was \$5,300 dollars. These were the fees from the attorney's office as well as the filing and process fees.

There are a number of challenges to the program but it has worked well for us and allowed us to create the consistency and quality our owner was looking for.

return to the same employer year after year illustrates the significant opportunities that H-2B workers enjoy.

What happens to lingering H-2B workers who overstay their visas, which exacerbates illegal immigration in America?

The program provides H-2B workers with well-paying seasonal jobs that allow them to provide for their families and still maintain their homes in their native countries. When approving H-2B visas, the U.S. Consulate confirms workers' ties to their home countries. Workers who overstay their visas are barred from using the program in the future, a risk these workers are not willing to take since they generally return to the same employer

year after year. Further, the U.S. Department of Homeland Security requires employers to promptly report any H-2B workers who do not report for work or who complete their work earlier in the season than anticipated.

Why is an H-2B Returning Worker Exemption Necessary?

The H-2B program's annual 66,000 cap (33,000 for each half of the fiscal year) is not adequate to meet the demands of a growing economy. The cap for the first half of the 2015 fiscal year was reached on January 26. The second-half cap was reached on March 26, leaving many seasonal employers shut out of the program with no access to legal seasonal laborers. Without this relief, many companies are looking at closing their businesses, laying off American workers or turning away customers. This provision is essential to the survival of small and seasonal businesses across the country. An H-2B returning worker exemption is a narrow solution to a seasonal workforce shortage that focuses on workers who are valuable to their sea-



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sonal employers and who have never violate the terms of their past visas or other U.S. laws. These workers do not pose a security risk and they are not taking away jobs from Americans. The H-2B returning worker exemption in the omnibus appropriations bills simply provides that if an H2B worker has been counted against the cap in one of the three prior years, that worker can return to work in the H2B program in the current year without being counted against this year's cap. The Congressional Budget Office estimates that this provision will allow an additional 8,000 H-2B workers to be admitted into the U.S. during the remainder of fiscal 2016.

Is the H-2B Program a Way for Large Corporations to Avoid Hiring Americans?

Most companies that use the H-2B program are small businesses, which is why the U.S. Small Business Administration's Office of Advocacy has repeatedly opposed burdensome new H-2B regulations. Small businesses that use the program are landscape contractors, independent hotels and resorts, family owned carnivals, forest tree planters, seafood and sugar-cane processors and others. They use the program despite the considerable costs associated with hiring H-2B workers, such as the higher wages dictated by the Department of Labor, the requirement to pay H-2B workers' transportation costs to and from the United States, the program user fees and the costs and time spent on program paperwork that must be filed with four government agencies. Small businesses that use the program would gladly avoid all the costs and hassles associated with the program if they could find enough American workers. In fact, the H-2B program requires employers to hire any able and willing American workers to fill open positions.

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Use Your Heart to Help Others

Article and Photo By Gary Deters, Superintendent St. Cloud CC

Everybody needs help in their life one way or another. Being a part of the golf course industry, we have the ability to touch many lives throughout our careers. I wouldn't be where I am today without some great mentors, who have shown me what it takes to be a successful superintendent by teaching me the big and small things. So, I wanted to share some random ideas of things that can come from the heart.

There are countless times daily when all that is needed is a smile or a compliment to pick someone up or to support someone who is feeling down. There are instances of advice and mentoring that can guide someone to a successful career. Being a good mentor and role model for your staff is one of the most helpful things that you can do for them. I believe that a little kindness can go a long way in encouraging the crew to want to be there helping you, while giving them a life-long great experience. Start the day with a smile and a good morning welcome. I feel it helps get people off to a good start mentally.

Reward good work with a lunch treat, like pizza or a barbeque. I've found that no staff has ever turned down a free lunch, and it really goes a long way knowing their hard work means something to you. Be kind, because it's not really that hard to be nice. Be consistent every day, because it's tough walking into work not knowing "who" they're going to be working for that day. Give compliments and recognize accomplishment. Isn't it nice to hear good things about YOUR work? It goes both ways.

Do your best to create a good work/life balance for your staff. I know as a Superintendent, everyone has their goals and responsibilities for their golf course, but I believe that a refreshed staff will not only continue working hard throughout the season, they'll have fun doing it. Give them some time off or a three day weekend to catch their breath and get away from the mental grind that work can become. I think this will help you in the long run to keep your employees happy, and again, want to be there helping you.



A very content staff at St. Cloud Country Club. Under Gary's mentoring they each know their value to the organization and that they are appreciated.

Being a good mentor doesn't have to be with your staff only. We have many opportunities to meet with aspiring superintendents, assistants, or turf students at any of our association meetings or even social media outlets, such as Twitter. You might be able to share your experiences, recommend some good books and blogs you have read, or even some good webinars you have seen. Listening and offering suggestions can mean a lot to someone who looks up to you.

Some golf courses are better off than others when it comes to budgets and what they can afford to purchase. I think there can be a chance to look around the shop to see if you have anything that you won't be using

anymore and share it with someone who can use it. A local 9-hole course called us to see if we had extra flagsticks they could buy from us, because they wanted to start a footgolf program. Fortunately we were able to come through, and we didn't accept their money because we had some flagsticks that had been in storage for years. What a great way to potentially grow the game and help someone out!

Look at the benefits of sharing:

You give up something that you know someone else can use.

You can clean up the shop of unwanted goods.

You build positive relationships within the industry.

You not only look good, but it can also help you feel good about yourself and the maintenance facility.

I think the same thing can be said for things around your house or things you own that you no longer can use. It doesn't even have to be known where it came from, just put a "free" label on it. If it's valuable to someone, it will disappear. After a recent move, there were several household items that we no longer could use, so I brought them to work and everything was taken to a good home. I think sometimes we have to remember that some people might be going through a hard time financially at home and every little thing helps or could make a big difference in their lives.

Help the Minnesota Golf Course Superintendents' Association. There are many ways to give back to the association that provides information, research, and support. By lending a helping hand to the association you are, in effect, helping everyone who is a part of it. Here are a few obvious examples of helping the MGCSA: host an event, write an article, be a research site, or run for a board position. Some are easier than others, but

these are just a few examples.

Support foundations like the Wee One Foundation, which was developed to assist golf course management professionals who incur overwhelming expenses due to medical hardships without comprehensive insurance or adequate financial resources. The MGCSA has been a great advocate of this foundation and assisting those in need. To see the relief and happiness of the recipients makes it so worth it.

It makes me feel good to know that I have helped others in some way or another. I believe helping people at work leads to developing this practice in your home life, and vice versa, especially after you see the positive effects it has on the people's lives you touch. There are countless ways to help people on a daily basis, and all I'm asking is to give it some consideration and see what you can do to either make a change in your practices or to keep working at what you're already doing.

It can be anything! I too want and need to continue to work on all the aforementioned things throughout my life and career...and really, there is no better feeling than when you use your heart to help others.



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Prescription Pathology: **Turfgrass Diagnostics Year in Review**

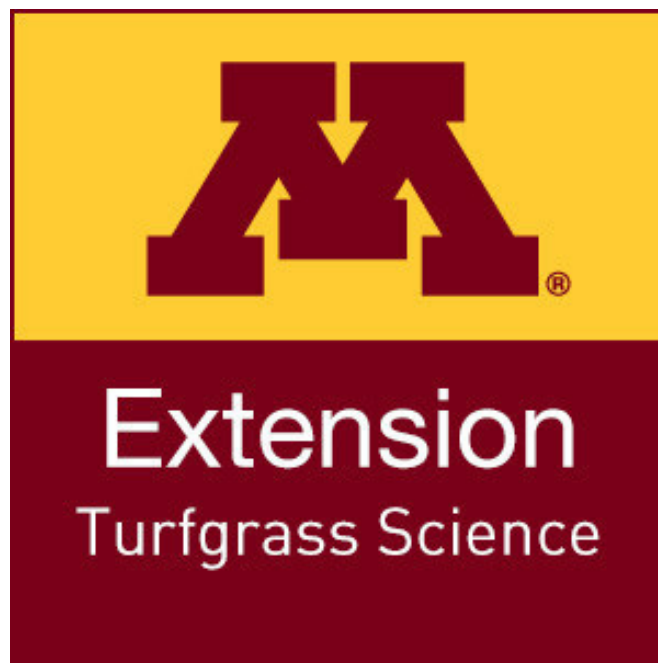
Article and Photos By Dr. Angela Orshinsky, UMN Horticultural Pathologist

We are now into year 2016 and the turfgrass pathology program is already gearing up again for this next field season. I feel this is the perfect time to review 2015 - to learn from the previous year before heading forward.

Snow Related Pathogens

2015 started out with visits to golf courses across Minnesota to collect isolates of various snow molds and snow scald fungi. In total, we collected isolates from over 18 golf courses in a single month. Thank you to all of the golf courses that hosted us in the freezing cold weather to give me and Kurt tours of your courses. It was very exciting to visit all of you and learn about your disease challenges. I look forward to the same trips again this year.

Due to the milder winter in 2014-2015, gray snow mold and pink snow mold were the most



prominent snow molds on golf courses. Speckled snow mold was also found, primarily in low lying areas where snow collected and took longer to melt. One of the most common questions that I get is how widely is snow scald distributed within MN. Despite the mild winter, we found snow scald disease at five locations (Fig 1). My lab has wrapped up research on fungicide sensitivity of the snow scald fungus (*Myriosclerotinia borealis*), relative to the other snow mold fungi and hope to be able to commu-



Figure 1: *a) Symptoms of snow scald – straw-colored leaves, white, fluffy mycelia. b) Classic egg-shaped sclerotia of snow scald fungus. c) The sclerotia can sometimes envelope leaf tissue in a more irregular shape.*

nicate the results of this study with MN superintendents soon.

Leaf Spot

The most common disease that we see at the UMN plant disease clinic is leaf spot. Of course, leaf spots are not all the same – they are caused by several different pathogens that tend to occur at different times during the season. The primary pathogens that I see are *Drechslera* spp., *Bipolaris sorokiniana*, and *Leptosphaerulina* spp. Due to the high proportion of leaf spot diseases being turned in, we will be starting to research these leaf spot diseases this summer. If you have a

recurring leaf spot disease issue and would like to participate either with management trials or with helping us to collect isolates from your course, please contact us as soon as possible! For more information on leaf spot identification and management, I recommend the leaf spot article in the July 2015 issue of Hole Notes.

Bacterial Etiolation and Decline

Less commonly found in Minnesota, this year we received a sample of etiolated turfgrass. We confirmed the presence of *Acidovorax avenae* pv. *avenae* using bacterial isolation and DNA techniques.



Figure 2: Symptoms of etiolation associated with the bacterial pathogen, Acidovorax avenae pv. avenae.

Bacterial etiolation is mostly noted on aggressively managed turf with symptoms beginning at 80 F. Research on bacterial etiolation conducted at North Carolina State University has demonstrated that etiolation can be caused by two bacterial species, *A. avenae* pv. *avenae* and *Xanthomonas translucens*. The effect of growth regulators on the development of the disease was found to be dependent on the pathogen causing the disease. When *X. translucens* is the cause of etiolation, trinexapac-ethyl reduced disease symptoms, but when *A. avenae* pv. *avenae* was the cause of etiolation, trinexapac-ethyl increased disease symptoms (Roberts et al,

2015). This point emphasizes the importance of an accurate diagnosis! Notably, the researchers found that trinexapac-ethyl improved turf quality despite etiolation symptoms (Roberts et al, 2015). Much more research is needed before conclusive recommendations concerning management of bacterial etiolation can be made.

The rest of the summer was marked with the usual suspects such as dollar spot, brown patch and anthracnose until fall, when high levels of rain and wet weather resulted in an outbreak of downy mildew of turfgrass (also called yellow tuft), caused by *Sclerophthera macrospora*.

The disease is most common on low lying or poorly drained areas in the wet weather of spring and fall (temperatures 40 to 68 F). Symptoms include increased tillering, chlorosis (yellowing) of grass, and stunted roots. *S. macrospora* is not a fungus, but it is closely related to *Pythium* pathogens. If chemical treatment is required, fosetyl-Al or mefenoxam can be used according to label instructions.

So what is in store for 2016? Plans for this season include studies on leaf spot diseases and pathogens while continuing research on snow

molds, snow scald and dollar spot. I am looking for volunteers to host management experiments and to help us collect pathogen isolates – particularly if you feel that you are experiencing fungicide resistance issues. As always, please feel free to contact me regarding your turfgrass pathology questions!

Cited works:

Roberts, J., J. Kerns, and D. Ritchie. 2015. Bacterial etiolation of creeping bentgrass as influenced by biostimulants and trinexapac-ethyl. *Crop Protection*. 72: 119



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Dr. Orshinsky is a plant pathologist and Extension specialist at the University of Minnesota. Her turfgrass pathology research has focused on the molecular and physical interactions between dollar spot and turfgrass hosts, sensitivity of snow mold fungi to various fungicides, and reduction of the environmental impact of turf disease management.

A look back on the year 2015 for the Horticulture Department has seen lots of big changes....

The spring brought news that the Minnesota State Fair had given Anoka Technical College a space in the West End Market to transform into an Adopt A Garden. Students rose to the occasion. Several students installed a patio and retaining wall before school started. The first day of class, students went shopping for plant material at Green Valley Greenhouse. Second day of class saw students once again down at the State Fair to install the plant material and mulch. The State Fair was a great success. After the dust settled, The Horticulture students (both Landscape and Golf Course) set to work transforming the other end of the landscape into a pond-less double waterfall with retaining wall. It was the perfect time to try out our brand new Stihl TS420 saw that was purchased with Leverage Equipment money. Donations for the landscape came from Borgert, Inc. (supplied the pavers and wall block), Waterstone (the beautiful stone table), Green Valley Greenhouse (the plant material), and Best Outdoor Services (mulch)!

All total, our student headcount this fall is 20 Golf Course Grounds Management students and 23 Landscape students. We will be continuing the 10 week semester model with start date in October and end April 1. This is both advantageous to the student and industry.

This fall was exciting but we were saddened to say goodbye to a friend and supporter of Anoka Tech Horticulture. Jerry Murphy was instrumental in the formation of this program and in the past three years has served on our Advisory Board. He is also the father of Marlin, our Golf Course Faculty. He will be missed.

In October, five students were selected from Horticulture Club to attend the GIE conference in KY (Hardscapes North America). In addition to a massive trade show, the students were able to try out the various equipment on the Kentucky Fairgrounds.

While we were in Kentucky and over MEA break, contractors ditched water and electricity under the parking lot to lay the foundation for our New GREENHOUSE! A Big THANK YOU to the ATC Foundation for providing the funds to install water and electricity.



The greenhouse was purchased with Leveraged Equipment Funds. As an aside, the leveraged equipment fund is a kick back from the State of Minnesota for acquiring donated equipment. The greenhouse, saw and five Briggs Stratton engines were purchased from the money we earned from the Toro Donation of the Flex 2100.

Horticulture students and faculty also participated in decorating the Anoka Technical College Halloween Float. Green Valley Greenhouse was, again, very generous in donating plant material for decorating it.

So as winter crept up on us, students installed the greenhouse frame. We will finish by skinning the greenhouse with the Greenhouse class during Spring semester. Students are excited to start growing plants under real sunlight!

The Turf students are conducting experiments during spring semester to find out which turf species will grow the best indoors under the LED lights. Our bentgrass does not seem to grow deep, thick roots so the students planted different species during class and will be taking data. This was student initiated— goes to show what type of ownership our students have in our department!

Just before the end of the semester, our department was awarded another donation from TORO. The Toro Giving Foundation gave our school a new utility vehicle (Workman HDX Auto). Horticulture will be sharing the equipment with the maintenance department while we look for the addition of a sprayer to enhance our instruction of spraying techniques and calibration.

Northern Green Expo was a great show for our students in 2016. Our students logged 106 volunteer hours to help vendors move in/out and support the operating staff. The Hort department had two booths. Both booths saw increased traffic due to being included in the Minnesota Golf Course Superintendent's Association 18 Hole Challenge. The show is always value added to our students because they are able to network, attend classes and capitalize on the synergy of excitement and propel them into their careers if they are graduating this spring or into their internships.

Finally, we will again be having the Industry Day and Job Fair on February 18. The date has moved to a time closer to internships to facilitate more employers for the job fair. We are anticipating a good attendance based on industry's interest. It was a great success last year with many of the employers filling positions.

As we look forward to 2016, we wish you and your family a Happy New Year!



*Bluffs Region Outreach
Rochester Golf and Country Club
Host Nick Folk*



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Affiliate Spotlight:



A History of Excellence

Humble Beginnings

Frank Gerten's vision of quality garden goods in the early 1900's began with a simple motto: "Buy from the Grower." That vision was reflected in both product and service through his hard work and dedication on his few acres of land in South Saint Paul. Frank began Gertens as a small truck farm, selling the produce he grew on his beloved land primarily to the local residents. Because of the passion and dedication to providing people with quality, locally grown plants and produce, Gertens continued to fulfill the desires and needs of the patrons.

Frank eventually handed his

quickly growing company over to his two sons, Bob & Jerry. With that small garden center and truck farm, they gradually and devotedly grew the business into a 12,000 square feet retail store and greenhouse during their time as primary owners. The Gerten family's vision of quality, home grown goods was quickly expanding.

Passion for Our Customers

In 1989, the third generation of Gertens became primary owners: Bob Gertens two sons, Lewis and Glen, and Bob's son-in-law, Gino Pitera. This new generation exuded the same passion for local growth, keeping their grandfather's vision close to heart; a vi-

sion that could not help but spread to people in Greater Minnesota and Western Wisconsin.

During the summer of 1996, Gertens began an expansion project to increase from 12,000 square feet to more than 40,000 square feet of retail space. In May of 1997, the new Gertens opened and drew people for its new and exciting variety of offerings: 1,500 square feet of Retail Gift Shop space, 1,200 square feet of Grill Zone space, 2,000 square feet of Water Gardening and Outdoor Living space.

To better enhance and fulfill our customers needs, Gertens also added a landscape supply yard in 1999 and a commercial sales center in 2005. Expansion is continuing yearly. With the expanded Gertens Wholesale division, we can serve golf course management needs with a diverse selection of industry leading fertilizers, weed control and diverse blends of grass seeds formulated for our season and ever changing weather.

We carry your custom blended grass seeds, custom made soils and full IT/O division supplying some of the largest golf professionals around. Add all the tools and accessories for your crew, and Gertens Wholesale will help you from “tee to green” and all around the clubhouse with best products. Personal attention has always been the focus at Gertens, and it is a philosophy that will never diminish.

True to Our Roots

We strive to provide our customers with the best products, for the best price, with more than 80 full time employees, ten certified nursery. Not only does Frank’s vision and pride live on in the hearts of Gertens employees, we are also reminded of the heritage every day – and so can you!

With the widest selection of annuals, perennials and nursery stock in the Twin Cities, Gertens is only one of a handful of garden centers that grows the majority of

the goods we sell, making your entire experience unlike any other. After all, it is only natural to buy from the grower!



Gertens Wholesale & Professional Turf Supply
5500 Blaine Ave • Inver Grove Heights, MN 55076
phone: 651.450.0277
email: wholesale@gertens.com

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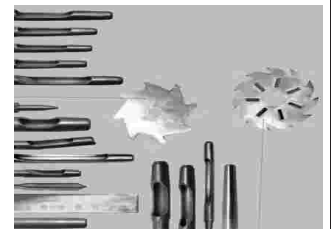
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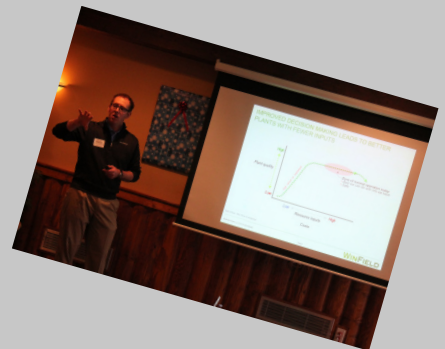
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*Great North Outreach
Minnesota National Big Sandy Lodge
Host Brandon Popp*





Within the Leather

by Jamie Bezanson, Superintendent Oneka Ridge GC

What's in your Salad?

**Contrary
to the title,**

I am not writing about fruits, vegetables and their importance to your health. Personally, I should eat more of both and probably could improve my diet, but I don't want to bore you all with the importance of eating your veggies. Salads, like our profession as golf course Superintendents, have many different combinations of things that make them great or terrible.

That is what's unique about our profession; everyone does things a little different to get a similar result. The geography always differs and we may use different equipment, fertilizers, chemicals, personnel and practices, but we

end up with a property that is used to play a game with the same set of rules from one golf course to the next.

We are challenged every day to wear many hats as Superintendents, from psychologists, to biologists and everything in between. I suppose that's what has attracted me to this field. At any moment of the day we could be an agronomist, an entomologist, chemist, plumber, electrician, mechanic, meteorologist, environmentalist, an accountant and probably most importantly: a salesman.

There is never a dull moment and I'm never bored at work, always looking for the opportunity to solve challenges from one day to the next. The varied responsibilities of the

position are a burden at times, which can be a curse. Hopefully for you, the rewards of this career outweigh the sacrifices you make. The balancing act of managing all of this to provide playing conditions that meet everyone's expectations is the "gig."

Who sets the expectations at your Club: the General Manager, owner, greens committee or you, the Superintendent? Do you have the resources to meet those expectations? Hopefully for your sake, the expectations are manageable and you have the opportunity to be in a healthy working environment. There are the variables that we do not have any control over such as weather and staff. Even though staff is trainable, they can be our greatest challenge if they are not managed properly. The good news is that staff can be replaced. Weather is the only factor we can't fully manage but we do have the

ability to manipulate our environment and try to maintain consistent playing conditions through a variety of circumstances that change constantly.

I was fortunate to intern at Saucon Valley Country Club in Bethlehem, Pennsylvania where I was blessed to be surrounded by a wealth of knowledgeable turfgrass professionals. On my last day, the Superintendent from the Weyhill golf course, Bob Stiffler, offered this advice: "Don't do everything like they did. Instead, take part of what I learned at Saucon Valley and other courses and put them together like a salad and use the parts that I liked and do it my way." My brain is the bowl that holds all the ingredients (knowledge) and I can use whatever recipe that works for my facility.

My point is that what works

for the golf course down the street may not work for you. On the other hand, find out what other products or practices other Superintendents are using and experiment. Maybe it will be a new ingredient for your salad that gives it a little kick.

I believe in trying new tips and tricks that are simple and make our job easier. My curiosity keeps me young and I'm always eager to hear other people's solutions to a problem. There are probably many Superintendents that have been in the business a long time with a wealth of wisdom to share. As this business evolves and information is exchanged freely I can't help thinking how many experienced Superintendents possess information that may not get shared. My advice to anyone aspiring to make this profession their career is to ask a

lot of questions. Get as much information as you can before you get the opportunity. That information is the ingredients for your salad.

Whether you've been in the business for a while, or if you're aspiring to be a Superintendent here's my advice for you. Let's say you like your salad and order the same thing every time. That's great and it works for you. If you don't like your salad, I'd recommend tweaking it a bit to find what tastes good to you. Maybe add bread or soup. If you don't like the person making the salad I'd suggest trying a different restaurant. If you have tried many types of salads and don't like any, well maybe you're a carnivore. Hopefully all of you have a passion for this career and enjoy it because life's too short to do something you don't like. So the next time I see you I'd love to hear, "What's in your Salad?"