



MID-ATLANTIC News Letter



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NEXT MEETING

The next meeting of the Mid-Atlantic Golf Course Superintendents Association will be held on Tuesday April 2nd, at the Green Spring Valley Hunt Club, Garrison, Maryland. Anyone wishing to play golf will be welcome, weather permitting. Lunch will be available after 11:30 a.m. Social hour from 6:00 to 7:00. Dinner will be served at 7:00, with the business meeting following.

OUR HOST

William J. Emerson, Superintendent at Green Spring Valley Hunt Club, is our host. Bill began his career in golf course maintenance work at Wahconah Country Club in Dalton, Massachusetts. While



at this club he attended and graduated from the Stockbridge School of Agriculture, a Division of the University of Massachusetts, in Amherst, Massachusetts, with an Associates Degree in Turf Management. After graduation in 1961, Bill worked for Moore Golf Inc., in Saratoga Springs, New York, building a public golf course for the State. From 1962 - 1963 he was superintendent of Stockbridge Golf Club in Stockbridge, Massachusetts. In October 1963 he became superintendent at the new Crofton Golf Club in Crofton, Maryland. Bill left Crofton in December of 1966 to assume his present position at the Green Spring Valley Hunt Club.

Bill is married to the former Patricia Cassidy of Pittsfield, Massachusetts and they have two lovely children, Shawn 4 1/2 and Sharen 2 1/2. Bill and his family live on the grounds at the club.

THE COURSE

The Green Spring Valley Hunt Club was established in 1892, and a ten hole golf course followed soon after. In the mid fifties one hole was done away with and Robert Trent Jones designed and built an additional nine. The present 18 holes measure 6,500 yards (from blue tees) over gently rolling farm land. Par is 72.

MAINTENANCE

The greens are a mixture of various bents and Poa. They average 5,500 sq. ft. and are fed 10 lbs. of N annually. 20-5-10 and 38% ureaform were used to supply N. They are cut at 1/4 inch year round. A preventative spray program is followed.

The tees are a mixture of Kentucky Blue, various Bents, and a good deal of Poa. They average 2,500 sq. ft. per hole and are cut 2 - 3 times weekly at 3/4 inch. Eight pounds of N is supplied from 20-5-10 and ureaform.

The watered fairways consist of Blue Grass, Fescue, some bent and a great deal of Poa. They are cut 2 - 3 times weekly at heights varying from 3/4 inch to 1 1/8 inch. Six pounds of N from 20-5-10 and ureaform is supplied.

The rough is cut at 2 1/2 inches once a week and is fed 2 pounds of N from 20-5-10.

OTHER CLUB ACTIVITIES

The members at Green Spring Valley Hunt Club have additional activities beside golf. Tennis, Badminton, Squash, Ice Skating, and Baseball (for Little Leaguers) is provided.

PROBLEMS

Some of Bill's problems at Green Spring are:

1. Labor
2. Inadequate green and tee irrigation
3. Bridges are in bad condition
4. A tree maintenance and planting program is needed
5. Ponds are in sad shape
6. Tees need a great deal of renovation
7. Rough needs spraying and reseeding
8. Green drainage is poor

DIRECTIONS TO CLUB

Baltimore Beltway Exit 20 to Reisterstown. Follow Reisterstown Road to Valley Road (approx. 2 1/2 - 3 miles from the Beltway) Right on Valley Road 1/4 mile to Club on left.

PRESIDENT'S MESSAGE

George W. Cleaver

The March meeting at Goose Creek C.C. was well attended. The snow prevented us from playing golf but host superintendent Lewis Loope provided space for a most sociable afternoon. I want to extend my thanks to the members who braved the snow and unpredictable weather to be present. Thanks also to Mr. Jenkins for the privilege of meeting at Goose Creek C.C.

Russell Kerns, Mid-Atlantic secretary, reminded me there are a few members who have not paid their 1968 dues. Let me remind you, dues are payable in advance, and if they are in arrears more than ninety days after January 1st you shall be suspended without notice. I hope yours are paid.

At our March 4 Director's Meeting we appropriated six hundred dollars for scholarships. Part of this will be sent to the National Scholarship and Research Fund and will be presented to a student at the University of Maryland. Remember our Annual Mid-Atlantic Turf Conference is under the auspices of the Extension

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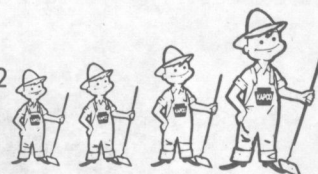
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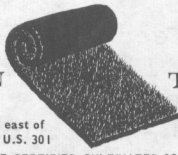
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PARKER SHIRLING, Manager

Service of the University of Maryland. At the March 12 membership meeting a motion was carried to set up a scholarship fund. This will be carried out this year.

Looking toward better weather for the April meeting.

SAN FRANCISCO CONFERENCE

With such a large group attending the National Conference from the Mid-Atlantic we knew we had to miss someone when we listed the members attending. Well, we did!! Dick Anderson, Superintendent at the Burning Tree Golf Club was inadvertently omitted from our list. Sorry about that Dick!!

HOW TO IMPROVE OUR PROFESSIONAL IMAGE

Edward F. Morse, Supt., Maryland C. C.

As matters stand today, without some more precise way of measuring the ability of a Golf Course Superintendent, a Club is in fact getting largely an unknown quantity, and can only hope disaster will not follow.

There is no way an employer can know if a man is well grounded even in the most basic fundamentals of grass culture.

The standards for the profession so far set up are arbitrary in this sense, they don't for all practical purposes require anything. Anybody can be a Golf Course Superintendent. He is rated on attendance - for having spent a number of years on a gold course, not on performance or knowledge. The present suggested standards are more pertinent to ethics and conduct and have less to do with knowledge of growing grass.

Most professions take a more positive attitude toward requirements and make the aspirant measure up in a very definite way. He must give evidence that he understands his craft or is making an effort to improve himself.

Under these circumstances a potential employer or client can be confident of getting someone grounded in at least the basics of his profession.

Another reason for establishing a real professional criterion is that it would lead to some standardization of procedures, some agreement on methods of producing quality turf.

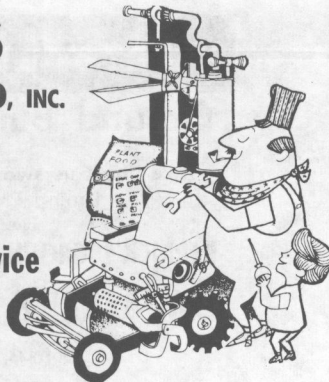
The reason most frequently given for our lack of standardization is that conditions vary from

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course to course. Even if this is true to some extent it could not account for a variation of 100% as it so frequently does. One man will topdress, another won't for instance.

The right or best procedure is not just a matter of opinion. Within certain reasonable limits there is undoubtedly a right way or if one prefers, a good and less good way.

The divergence of opinion on how to do ANYTHING in the turf business leaves the uninitiated bewildered, frequently the initiated as well.

Again most apparently reject the idea of standardization of procedures on the pretext that conditions vary from course to course.

This rather flimsy excuse, indicates that the science of turf grass management is still very much in the infant stage.

As any science matures, the areas of agreement must outnumber the areas of disagreement, otherwise we have a sort of scientific anarchy. (The scientific method, by the way, is devoted to the idea of eliminating the variables, of pinning the matter down, of finding the truth.)

If a standard of some sort is set up at least we have something definite with which to disagree, and even if we don't know exactly where we are going, we do know where we have been.

Part of our problem very simply is that our sources of information are so varied and scattered that a comprehensive effort at nailing something down is as involved as working on a PHD thesis.

What we need is to get it all together in one place, a GOLF COURSE SUPERINTENDENT'S GUIDE.

The GUIDE would include the best we have to offer on turf grass management and would be in loose leaf form so additional information can be added when available.

Our best people could be encouraged to contribute. Something in this direction has already been done by O.J. Noer, Professor Nusser, and the West Point Products Co., among others.

The information would be entirely related to turf grass culture and not, for example, to Public Relations or Electronics although these subjects are important and interesting.

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The idea is to have it all indexed, together and in one place. The perfect example is the loose leaf book put out by the Doane Agricultural Service.

The **GUIDE** would be distributed by the National Association and could be used by Universities in their turf courses.

SOME DAY SUPERINTENDENTS WILL BE ACCREDITED BY TAKING A TEST, THE QUESTIONS AND ANSWERS COULD COME FROM THIS BOOK.

In any event, to keep on top of the most significant articles, to sift and sort the most important information each year is a task of sizable proportions, so not everyone will do it.

FLOWER BLOOMING PERIOD CAN GUIDE TREE SPRAYING

A practical way to time the spraying of your trees is to key them to the periods when your flowers come into bloom.

The Bartlett Tree Research Laboratories, which devised this method over the years, report it will work whether spring is early, late or right on the button. And it is applicable to almost any year.

Here are six major sprays that can be timed to flowers and fruit:

Delayed dormant spraying may be done when forsythia blooms.

Tent caterpillar spraying when the apple blossoms reach the pink stage.

Spray to control gypsy moth when the oak leaves are size of a mouse's ear.

First elm leaf beetle spraying, to be effective, should be done when the dogwoods are in bloom.

First Japanese beetle spray and second elm leaf beetle spray should be applied when apple fruit is half to two-thirds grown.

And now for an explanation of the proper spray materials to use:

For delayed dormant spraying use miscible oil or lime sulphur. Chief targets are overwintering scale, insects and red spider eggs. It is recommended for such deciduous trees as apple ash, catalpa, elm, cherry, hackberry lilac, linden, soft maple, mountain ash, oak,

plum, poplar, privet, tulip, sycamore and willow.

Apply thoroughly but lightly, covering underside of twigs. Do not drench tree when using oil. When using lime sulphur, keep the spray material away from buildings as it will stain paint. A delayed dormant spray may be used on evergreens - in a weaker solution than applied to deciduous trees - for control of overwintering scale, bark lice, red spider, mealy bugs and other insects.

For tent caterpillar control use DDT or arsenate of lead on apple trees. DDT or wettable sulphur on cherry, peach and plum trees. Remember when using arsenate of lead that it is a poison and must be kept out of reach of children or other irresponsible persons.

To control gypsy moth use DDT. Fortunately for gardeners in this area, the gypsy moth is still confined to New England where it is a major pest on most deciduous trees.

To fight canker moth, use wither arsenate of lead or DDT. Cankerworms prefer elms, oaks, maples (particularly Norway maple), hickories, willows, locust, horsechestnuts, apple, pear, plum, and alianthus (Chinese tree of Heaven). When they appear in outbreak form, apply a second spray two weeks later, when the young are small.

GUIDE TO BETTER EMPLOYEE RELATIONS

Labor is an inseparable part of golf course management. How to develop and hold a contented, loyal, and efficient work force confronts all of us as golf course superintendents. Human relationships are involved. We are dealing with human beings; individuals, each different in many ways. Some practices that have been successful are as follows:

DO not ignore. Impress each employee with the importance of his job and that he has a part in the proper operation of the course. DON'T be afraid to praise a job well done. PRAISE the work, not the worker. Praise in the presence of others if possible. BE sympathetic in listening to employees grievances. Hear his entire story. REPRIMANDS should always be constructive. DO not hesitate to reprimand for fear it will make you disliked. BEGIN all reprimands with a question. Let him tell his story first. PEOPLE are not all alike. Adjust your discipline to the individual. DON'T compare the work of one employee with that of another. NEVER criticize intentions; criticize methods. SOMETIMES you will have to reprimand publicly when an open violation of an important rule is committed. DON'T harbor resentment. After giving a reprimand, forget it. Try to find something good about the employee you can tell him at a later date. BE consistent with your discipline. BE fair with all employees. Give them all the same opportunities and discipline. DON'T be too lenient or too severe. Either is bad. Seek the middle ground. BE a leader in thought. Have ideas. Impress your workers. TEACH your workers. Tell, show, explain, follow through. KEEP rules constantly before your workers. GIVE your workers a "place in the sun." Men will work hard to merit approval. WHEN giving even simple instruction, make employee feel the importance of the job, and his own importance in doing it. DON'T take yourself too seriously. SET the example for your workers. BE a talent scout. INSURE your own business by developing the men under you. Patience, tolerance, tact, and an honest desire to be a good boss, go a long way toward creating and maintaining good labor relations on the golf course.

DO YOU ----- ?

DO you neglect to correct uncomfortable conditions surrounding a job? DO you neglect to point out unguarded work hazards? DO you allow the use of bad tools and machines out of order? DO you place men together who irritate each other? DO you place men on jobs for which they are not fitted? DO you transfer a man to another job without explaining the reason, or without letting him know whether his work has been satisfactory? DO you fail to recognize the varying importance which workers attach to different jobs in the same labor grade? DO you expect an employee to be able to do a job after being told or shown only once? DO you use unfamiliar golf course terms without explaining them when speaking to an inexperienced worker? DO you allow a new employee to repeat his mistakes without correcting him? DO you leave a new man alone on a job he does not fully understand so long that he becomes discouraged? DO you ignore an employee's complaint or handle it with

snap judgment? DO you neglect to offer help and counsel to an employee occupied with a personal problem? DO you endeavor to "jump in" and set the pace of workers without first discussing low output with them? DO you say you are "too busy" to listen to an employee's troubles or grievances? DO you appear to be "high hat" to your employees, even if you don't mean to be? DO you leave the worker alone on a job for a long time without a friendly word? DO you neglect to speak a good word for a job well done? DO you make much of a man's mistakes and keep still about his successes? DO you give orders without giving reasons? DO you reprimand a man in the presence of others? DO you lose your temper easily? DO you threaten a worker directly or indirectly with the fear of losing his job? DO you "drive" men rather than "lead" them?

NEW DIRECTORY

George Gumm is anxious to get the new membership directory out but he is missing cards from quite a few members. Please see to it that you have the requested information in George's hands as soon as possible. This also applies to non-members who receive the newsletter - we need to bring our mailing list up to date so PLEASE return the card.

CONGRESSMAN ARENDS - (Reprinted from "The Bull Sheet" R.E. Trevarthan, Editor)

As an avid golfer, I could not enjoy the game nearly so much were it not for the outstanding, dedicated work of the golf superintendents who help make golf courses a pleasure on which to play. Time and again as I leave a golf course I have said, "What great shape those fellows keep the course, regardless of the many hackers like myself who continue to tear them up with occasional poor shots."

The pleasure one derives from playing on a well-kept, manicured course as against playing on a poor course is as different as night and day. Regardless of what our scores may sometimes be, playing on a properly cared for course is a pleasure in itself, as well as a true test of competitive skills.

Golf superintendents are never given the credit they richly deserve for the diligence they exert in doing the multitude of little things that make a good course so playable and enjoyable. In fact, I sometimes feel that golf course superintendents love a golf course like a mother loves her offspring. Their pride and devotion to keeping the golf course in the best possible condition is appreciated, although not always expressed by all of us who play the game.

My hat off to you who labor hard and long in the constant effort to make the game more and more enjoyable!

L. C. Arends
Congress of the United States
House of Representatives
17th District, Illinois
Minority Whip

Mr. George Cleaver
Box 121 A
Lutherville, Md.

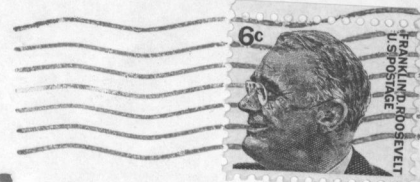
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COMING EVENTS

April 2	Green Spring	Host, Bill Emerson
May 7	Bethesda C. C.	Host, Crafton Lumsden
June 4	Pending	
July 9	Chestnut Ridge C. C.	Host, George Cleaver, Pres.
Aug. 6	Princeton Turf Farms	Host, Parker Sterling (picnic)
Sept. 10	Turf Valley C. C.	Host, George Riddle
Oct. 1	Norbeck C. C.	Host, Bill Livingston (tournament)
Nov. 12	Army & Navy C. C. Arlington	Host, Dell Hamersley
Dec. 3	Crofton C. C.	Host, Lee Redman

MID-ATLANTIC News Letter

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