

## Mid-Atlantic Association of Golf Course Superintendents NEWSLETTER

Published by this Association to aid the advancement of the Golf Course Superintendent through education and merit.

Claud Corrigan, *Editor*  
Joe Gambatese, *Photographer*

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### Meeting Schedule, 1984

April 10 – Talbot C.C.  
May 8 – Indian Spring C.C.  
June 12 – Green Spring Valley Hunt Club  
July 10 – Piney Branch Golf Club  
August 14 – Annual Picnic at Bretton Woods  
September 11 – Chevy Chase Club  
October 9 – Maryland Golf & C.C.  
November 13 – Hobbits Glen  
December 11 – Lakewood C.C.

### Ray Shields Memorial Tourney is May 11

The Ray Shields Memorial Golf Tournament, an annual event since 1980, will be held at Glenn Dale Golf Club in Glenn Dale, Md., on Friday, May 11, with a 9:45 a.m. shotgun start. It will be followed by a putting contest and bull roast, and competition will be in two divisions, A for 4-man teams (two best balls) and B, individual, using the Callaway handicap system. Entry fee is \$40 per person or \$160 per team, and checks should be made out to Ray Shields Memorial Fund, Attn: John Shields, Glenn Dale Club, P.O. Box 435, Glenn Dale, Md. 20769. The tax-deductible contributions support the turfgrass management program of the Institute of Applied Agriculture at the University of Maryland. In addition to superintendents and assistants, the tournament is open to professional turfgrass managers and related businessmen.

## The President's Message

Dear Fellow Members:

One of my goals as President is to provide the membership with the opportunity to attend one-day seminars covering a wide range of topics of interest to our profession. The first was a High Performance Management Seminar held on February 28 in Arlington, Va. For those who didn't attend, it was your loss. On April 9, Dr. Peter Dernoeden will preside over a one-day seminar on the microscopic identification of turfgrass diseases. This will be a hands-on lab, so class size is limited to the first 25 persons who enroll.

If seminars like these are to be successful, we must have your support and participation. In our profession, education is the key. If we as golf course superintendents fail to remain current, we cheat ourselves and, more important, our employers. An added benefit to the management seminar was the awarding of one CEU to those seeking recertification. I'll be checking with GCSAA to see if the same will hold true for the upcoming turf disease seminar.

The April 10 meeting will be at Talbot Country Club and our host will be Ralph McNeal. Ralph always extends to the Mid-Atlantic a great day and plenty of Eastern Shore hospitality. That day also marks the beginning of our annual Match Play Tournament; if you have any questions about it, call Golf Chairman George Renault. Remember, if you plan to attend the April meeting, please register by calling our office at (301) 964-0070.



Michael Larsen, *President*

#### RESERVE EARLY!

If you haven't done so, get your reservation in as soon as possible for the annual Ladies Night Program, a visit to the Burn Brae Dinner Theatre presentation of the play, "Camelot." The cost of \$40 per couple includes dinner, show, parking, tip, and tax, and dinner is served between 6:15 and 7:30 p.m. with showtime at 8. Fliers were sent out to all MAAGCS members, but if you need more information, call Bill Neus at 730-5962 (O) or 644-4938.

### Is Turnover Your Problem This Year?

People change jobs for any number of reasons. Often it's for a better opportunity or a fatter paycheck. But even with the lure of more money, people who are reasonably content with their work and their bosses seldom seek other jobs.

Some bosses have higher turnover among their workers than others, sometimes embarrassingly so. And often it's the better people who leave, which can be a costly and frustrating problem.

Sometimes, of course, people are offered opportunities or salaries that are so extraordinary you can't possibly

match them. All you can do in such cases is let them go and wish them good luck. However, before you absolve yourself of all your blame when employees leave, answer these questions as honestly as you can:

1. Did I let these people know how important they were to me and to the club? Or did I more or less take them for granted?
2. Did I give them a chance to be proud of themselves? Did I pass along all the authority I possibly could – or keep them tied to my apron strings?
3. Did I give them credit and recognition they deserved from me and others on the staff? Or did I tend to leave them in the shadows?
4. Was the job a real challenge? Did I do my best to make it so?
5. Did I make their work as varied and interesting as possible? Did I show them the possibilities of a promising future? Or did I simply leave them in a rut and exploit their abilities to my own advantage? Don't be too quick to let yourself off the hook. If you were responsible, to any degree, it's smarter to realize it than to hide your head in the sand. Unless you change your attitude or actions, you may lose more than just good people. You may be on the verge of damaging your own career as well.

Obviously, the best time to think of these things is before you lose good people rather than after.