

THRU THE GREEN

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THRU THE GREEN

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From The President To Aer(ate) Is Human

Fall is my favorite time of the year. The pressure of the past season is behind us. We can actually go out on the course and do some *real* work. Aerification time has always been a time of mixed feelings. I love the work. Ever since my first season in college when we did a fall renovation of the hybrid Bermuda grass lawn at the horticulture unit, aerification has always been special. It's great to see the plugs everywhere, followed by the cleanup, verticutting, seeding, topdressing, dragging and fertilizing. Then sit back and wait for the rejuvenated turf to rise like a phoenix from the ashes. The down side to this whole operation is the renewed pressure to keep this operation up for the weeks it takes to complete the process. Sometimes I feel like a symphony conductor, pointing the baton to start each operation; when it's right, it's like a beautiful symphony. Sometimes I feel more like a juggler, trying to keep six balls in the air, knowing that at any moment the whole act can come crashing down around my feet.

Deep down, I get to snicker a bit when the golfers give me that dirty look. The typical question is, "Why do you always have to do this when the course looks so good?" A couple of analogies that I sometimes offer are those of the farmer and the doctor. Between crops, the farmer plows his field to open the soil for aeration. Core aeration pales in comparison to this, but it's the best we have. When a sick patient enters the hospital, almost invariably the doctor puts the patient on oxygen. That's all we try to do with aerification. It's such an important job, unfortunately it impacts the golfer more than any other routine job that we do.

Obviously, equipment plays a major role in this process. Keep the equipment running, and the job is a breeze. When the equipment fails, the whole operation falls flat. My nomination for the best new piece of equipment in the last six years is the core harvester. What other machine has reduced the labor needed on greens aerification days so much, eliminating the need for at least six men? Honorable mention in the new equipment category goes to the tow behind topdressers and large area tow behind fairway aerifiers. Both are big improvements over their earlier models.

I'd like to take this opportunity to thank all those involved in our very successful Scholarship Tournament. Many thanks to Joe Rodriguez, CGCS and the folks at Rossmoor for hosting us and making their golf course available to us at no cost. Thanks also to our many affiliate members who sponsored this tournament. The affiliate contributions pay for most of the costs associated with this event, leaving most of your entry fees to go directly into our Scholarship Fund. **Please show your support of our affiliate members with your purchasing decisions.** Thank you to our affiliate representatives on the Board, Bob Whittaker and Mike Ligon, for their efforts in this years successful event. And lastly, thank you, our members for your contributions to this event. You should know that our scholarship program would not be successful without your generous contributions.

Have a great fall,
Richard Lavine, CGCS
President

Office Notes

By Barbara Mikel

It's getting to be autumn here shortly. In addition to the changes in time and temperature, it is time to tell us of the changes in your life. Dues renewal statements and questionnaires are the most important items to update your personal and career changes. Check the questionnaire very closely and make sure all the information is current. If you need to make corrections, please do so legibly. The forms are small as it is and I may need a new pair of glasses to read them.

We have added the fax phone number listing. We do not circulate the membership directory outside the Association, so we won't be broadcasting your fax number to the world. If you want to let your fellow members know, by all means include it. We also have asked for GCSAA numbers if you are a member of National. You may be eligible for upgrade to Class A or Class B so be sure you include "number of years at current position" information.

Please let your accounting office know we need at least the questionnaire returned with your check. I suggest you might keep a copy for yourself in case it gets "lost in the shuffle" because we cannot renew your membership without the questionnaire.

Scholarship Tournament Results

1st Place (won in playoff)

Dave Sexton, Mike Ligon,
Mitch Frasier, Steve Franzen

2nd Place

Blake Swint, Richard Lavine, Chuck Dal Pozzo,
Mike Eastwood, Mike Towers

Last Place

Joe Rodriguez, Chuck Weatherton, Tom Jackson

Closest to the Hole #9

Phil Laret

Closest to the Hole #18

Joe Rodriguez

Longest Drive #14

Ross Brownlie

Straightest Drive #1

Eric Johnson

Naumann's Norcal News

Dick McAllister is the new superintendent at Santa Rosa G & CC. Interim superintendent Larry Stone has retained his position as assistant September marks the end of era for golf course management in the Bay Area. Three superintendents together combined for over 100 years of experience and all are retiring this month. They are Tom Thatcher, all 32 years at Stanford GC; Rudy Guzman, 39 years in the business including many years as superintendent at California Golf Club; and John Buckley, all 36 years at the Presidio Golf Club. . . . Clubhouse renovations seem to be a happening this year. Among other clubs, Meadow Club, Contra Costa Country Club, Roundhill Country Club and Palo Alto Hills are under the scalpel of the local contractors.

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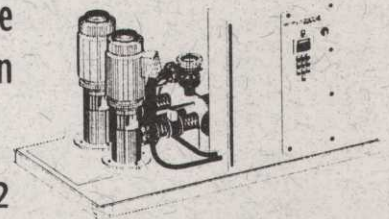
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“Strictly Business”

By Bob Costa

Each of us has grown to understand the role sound management skills play in the success of our operations. Our ability to manage our staffs, our department, and ourselves is in many ways as important as developing solid technical skills. My experiences have taught me that effective management is really based upon a little theory, and a lot of common sense.

The more we are exposed to the fundamentals of good management, the more likely it is that we will adopt these principles into our own management style. In “Strictly Business” I will offer a collection of management and business related topics that I have stumbled across, as well as some thoughts of my own. This first one comes courtesy of Joe Driscoll, a Management Consultant in Carmel.

A good relationship between

an employer and employees can positively impact all aspects of life.

If it turns bad, as with most failed relationships there are often differing points of view as to what contributed to the breakdown. An understanding of the expectations that make for good employee/employer relationships can help.

There are a lot of workers out there that are looking for a boss:

◆ *Who had something to do with hiring them and makes them feel wanted.*

◆ *Who helps them to get acquainted with their job when they are new.*

◆ *Who explains their responsibilities and just what is expected of them.*

◆ *Who tells them frequently how they are doing — what they do well and what they don't do so well — who shows them how to do better.*

◆ *Who not only thinks of them for what they are, but also for what they may become.*

◆ *Who takes a personal interest in them and their problems.*

◆ *Who listens to their ideas for making the job easier and better.*

◆ *Who has something to do with their pay and takes the initiative to insure that they are fairly compensated.*

◆ *Who stands up for them when they are right.*

◆ *Who is honest and straight-forward with them.*

◆ *Who tells them about changes before they are made.*

◆ *Who has a personal faith and confidence in them.*

An employee would do their best for a boss like that.

And there are a lot of bosses out there looking for a worker . . .

★ *Who likes their job. Who knows their job. Who wants to work and get ahead.*

★ *Who shows up everyday ready to work.*

★ *Who wants to do a day's work for a day's pay.*

★ *Who is always on the job both mentally and physically.*

★ *Who is cheerful — not sullen.*

★ *Who works safely — with due consideration for themselves and their fellow workers.*

★ *Who is enthused by a job well done.*

★ *Who tries to avoid waste and looks for a better way to do the job.*

★ *Who tells the truth and is sincere.*

★ *Who gripes little and looks forward to future opportunities and challenges.*

★ *Who works with a spirit of team work.*

★ *Who asks questions when they need help.*

★ *Who tries to understand the boss's point of view and the needs of the business.*

A boss would give his best to workers like that. ◆

GCSAA Information Services Committee

By Richard Lavine

I had the opportunity to attend the fast paced Information Services Committee meeting in Lawrence on September 15 & 16. The ISC is a new committee. Last year, it was an ad hoc committee set up by the board of directors to provide more member services. This year the committee is a standing committee, consisting of superintendents throughout the country, with representatives from the USGA and Turfgrass Information File. The committee has responsibility for guidance and development of strategies for the accumulation and dissemination of operational information to the golf course superintendent and the industry in general. More

simply put, they oversee the operation of the Technical Information Services department at GCSAA.

You as members need to know that if you have a question, whether it is agronomic and technical in nature, or something as simple as the location of next year's Ryder Cup, that information is only one tollfree phone call away. The 'Professional Development Catalog' that you recently received lists almost everything that is available. Call them if you have any needs.

Probably the most exciting thing to come out of this meeting is the decision and timetable for our entry into on-line services. According to two corroborating surveys, almost 75% of superintendents have a

computer in their office. With this in mind, over the next few years, superintendents throughout the country could be linked together along with GCSAA and many vendors to ease communications. Think of the possibilities; bulletin boards, E-mail, education, GCSAA and chapter news, conference and seminar registration, TGIF, parts ordering, bookstore and merchandise purchasing along with many other services. Also, on-line product information will be a few keystrokes away. This new technology won't answer all our problems, but it will be one more tool to make us more productive on the job. Additionally, the on-line service will be linked to the Internet,

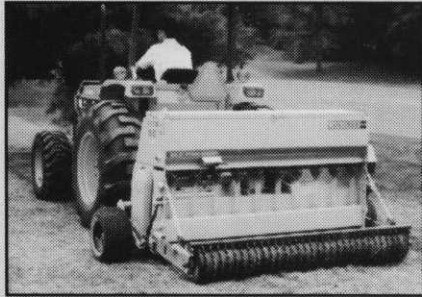
GCSAA staff is working on

the details. Although many decisions have yet to be made, the committee developed the following timetable. The staff will have a preliminary on-line service for display in member services booth in Orlando. The Full program, along with complete training documents should be available at the conference and show in Las Vegas the following year.

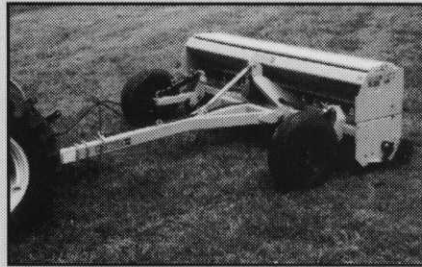
Our staff has its work cut out for them. The board of directors is to be commended for their foresight in bringing our profession into the cutting edge of technology with this ambitious program being developed. Please feel free to call or write me with your comments or concerns regarding this endeavor. ◆

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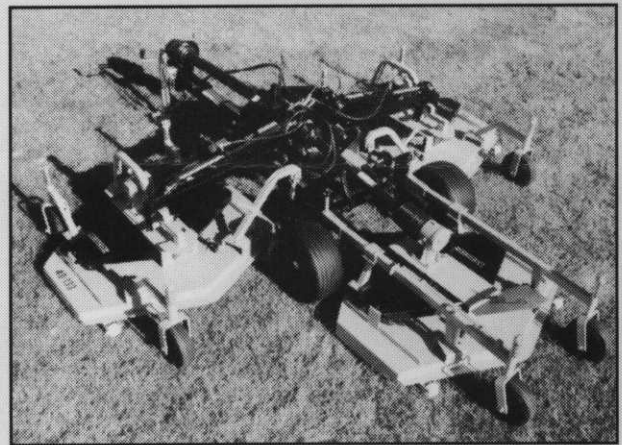
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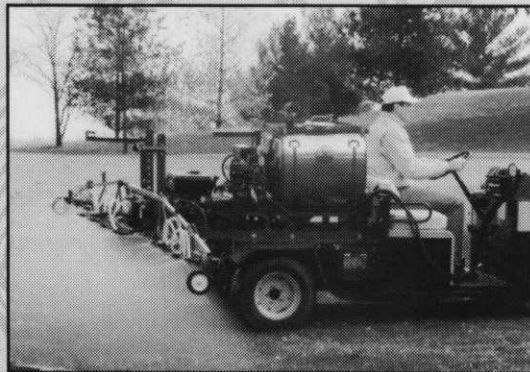
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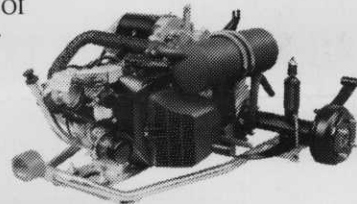
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USGA

Turfgrass Substance Abuse!

By Mike Huck, Agronomist, USGA Green Section

Do your greens have a substance abuse problem? Are they drug addicts and junkies? Have you, as the grass doctor, become a pusher keeping the weaker strains of *Poa annua* alive by protecting them from a fungal form of natural selection? While it is one thing to treat an occasional outbreak of disease due to an unusual weather pattern, it is quite another to treat on a regular schedule through the year.

We all know that *Poa annua* is a vulnerable species when it comes to disease susceptibility. Anthracnose and Summer Patch are good examples as creeping bentgrass is practically immune to both of these pathogens. So, what do we do about it? We run out and give and already-terminal patient all kinds of medication to keep alive. (Where is Dr. Devorkian when you need him!)

Now, I am not advocating that you quit

spraying your *Poa annua* greens tomorrow (because I don't want to be responsible for your unemployment) but, I do think that you should take a good look at your overall management program. Ask yourself, "Am I promoting the continuation of *Poa annua* growth and development or, am I promoting a healthy turf blend of creeping bentgrass and *poa* with the least possible use of chemical pesticides?"

Here are a few specific questions to ask yourself when developing strategies for IPM. (These are not just geared to greens management but also apply to the entire golf course.)

1. Do I treat fairways and roughs to control *Poa annua*, reducing its being tracked into greens?
2. Are the fertilizer programs geared toward maintaining *Poa* or a more desirable turf species?
3. Do I manage my greens irrigation

properly? Do I use a soil probe on a regular basis to determine the irrigation schedule or do I rely on my gut feeling?


4. How often do I spray fungicides, insecticides and herbicides when it really could have been avoided? Has a threshold for damage been established or is the spray rig fired up at the first sight of pest activity?
5. Do I automatically spray all the greens, tees or fairways when a pest is spotted or would spot treating selected areas have been appropriate?
6. Do I fight fire with fire by regularly overseeding with a more desirable species to offset the natural seeding of *Poa annua*?
7. Are my aerations timed so that they encourage or discourage the most desirable species?

(Continued on page 7)

Craig Linquist
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GCSAA — Chapter Relations News

By: Leon Snethen

On September 8, 9, and 10, there was a chapter relations meeting held in Lawrence, Kansas. The main topic of discussion was the new affiliation agreement proposed by the Chapter Relations Committee. I will cover the high points of the agreement and the most controversial issues.

Probably the most controversial issue proposed was the desire for common membership. The goal of GCSAA is to increase the number of members to reflect a majority of all golf courses. The importance is to be more influential as a central spokesman for our profession and to offer more benefits, education and support to its members.

The original proposal mandated at 51% common membership by 2000, 75% by 2005 and 100% by 2010. This would have given all chapters 15 years to comply with the agreement. This area of the agreement took over 4 hours to settle. The final outcome is a mandate that effective July 1, 1997 all new members must join both the GCSAA and the local chapter. By choosing this line of thought, we only effect future members and there is no impact to our present membership. Somewhere in the future there will be a total common membership, although it may take 40 to 60 years. This mandate may be changed in the future through the agreement of the affiliated chapters.

This change will take a

bylaws amendment to make official and will be proposed to the membership at the Orlando Meeting. We also will need to make some bylaw changes to bring our bylaws more in line with the GCSAA. Some of the changes will be:

- Membership classification needs minor modification.
- The board must consist of a majority of Class A & B GCSAA superintendents.
- The officers must be Class A GCSAA superintendents.

These are the highlights and after further review, we may need a few more minor changes. This is not a significant impact to us. Our past president, Randy Gai is our Bylaws Committee Chairman and will be in charge of the needed changes. More information on this later

There were 95 Chapter Representatives in attendance out of 116 affiliated chapters. Approximately 26 were not represented.

GCSAA realizes some chapters may not be willing to comply, but feels there will be new chapters formed who are willing to obtain the goal of common membership.

Other items discussed were:

- Enhancing requirements for Class A member by requiring CEU's through serving on the Board or Committees at the local and national level or through education. It is a move to enhance the image and "brand name" the classification much like the certification process.

(Continued on Page 7, Col. 1)

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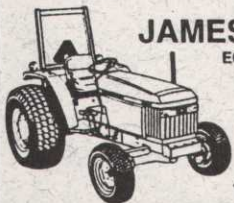
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News (Cont'd.)

- There will be changes in the Seminar Program effective January 1, 1996. We will no longer receive a rebate on seminars for attendance over 40. This service loses \$200,000 to \$250,000 per year. In turn there will be only 20 required attendees instead of 25.
- GCSAA on line computer network will be introduced at the 1997 Las Vegas Conference and Show.
- All in all it was a good meeting, well organized and well presented. This was my first trip to Lawrence and I was very impressed with the Headquarters building and the accommodations provided. The Saturday meeting started with Continental Breakfast at 7:15 and concluded at 6:30 P.M. After this we were taken to the Kansas State Alumni Association for dinner and a hosted bar. The meal was great. The Sunday meeting started with biscuits and gravy at 6:15 and concluded at 2:30 P.M. allowing enough time to get to the Airport in time for the respective flights home. Thank you for the opportunity to represent our chapter in this important agreement. ❖

Abuse (Cont'd.)

8. Are my cutting heights appropriate to promote a healthy turf of the species desired?
9. Am I truly making my best attempt to implement IPM strategies?

In this case, IPM is not just "Integrated Pest Management" but may also be looked at as "Integrated Plant Management". This may actually mean **not growing** a pure stand of either bent or *Poa annua* but possibly an integrated blend on greens that will allow peak performance during all segments of the season. *Poa annua* can dominate when wet and cool conditions exist while the bentgrass will shine during the heat of summer. This concept has become very popular in parts of California where two distinctly different seasons exist on the opposite ends of the calendar.

Please stop and think about finding a way for your turf to kick the habit. You are the doctor prescribing the medicine and the public is looking to put you out of business for malpractice.

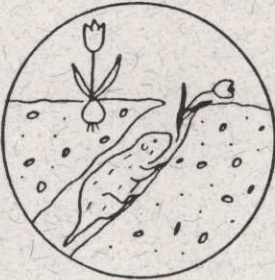
Only you can stop turf substance abuse! ❖

Superintendents Wife's Top 10 List

10. He is the only person in the family who gets undressed outside the house at the end of his work day.
9. "My husband has really strange tan lines."
8. "He never listens to what I have to say when he gets home, but listens to every word that Jenneta Jones says on The Weather Channel."
7. All his co-workers look like the cast from *Caddy Shack*.
6. When he wakes up at 3 a.m., it's not to go and see his girlfriend, but to make sure the irrigation system turned on.
5. "All the post-it notepads in our house say 'Pro Lawn' on them."
4. "My husband has a spot of black grease on every piece of clothing he owns."
3. "We have the ugliest lawn in the neighborhood."
2. When he talks in his sleep, or, for that matter, when he is awake, he states, 'Ah, the smell of Dursban.'
1. "When he helps me vacuum, he always stripes our carpet in a checkerboard pattern."

* reprint from *Golf Course News*

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