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THRU THE GREEN

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From The President

The annual Scholarship, Research and Education fund raising event is in the books for 1998. We had some of everything this year. Heat, unusual formats, complaining, great support and fun. Thank you Gary Skolnik for hosting the event. The facility was great and the entire staff should be proud of their efforts. This event is successful because of the efforts of both members and nonmembers. Thank you to all who donated gifts, sponsored tees and donated their time and effort on behalf of our Association. Jim Karrick, Craig Kilcoyne and their "volunteers," great job on organizing and running the event. John Holmquist for his behind the scenes work securing raffle prizes and all of you that participated. Without everyone's collective efforts it could not have happened. The preliminary numbers show us raising about \$13,000. The educational programs and scholarships we present will continue to benefit from this effort. Next year perhaps we can work on the temperature and format to entice a prominent education committee chairman into attending the event.

One final note on the day. Bill Davis was taken to the hospital during the golf. There was a great deal of concern about his condition during the afternoon. I have not spoken directly to Bill, but those that have report he is home, still undergoing some tests and feeling better. Hopefully by the time this is mailed out he will be feeling 100% and back to work.

I know I said I had one final note, but to take a page from the book of Costa, I have one more. We had the pleasure and honor of recognizing one of our own at Fountain-grove. Bruce Williams, CGCS, and a Past President of the GCSAA came to make a

presentation to John Fleming of The Olympic Club for his efforts in hosting the 1998 U.S. Open. It was a thrill to hear Bruce's comments about John and his staff. The comments that hit closest to home though were the ones John made about his staff. John was quick to praise his staff for their efforts and made special mention of his assistant, Bob Lopic. I think that all superintendents are aware that what they do is a team effort. It is impossible to imagine taking on the challenge of a golf course without a team effort. Everyone on my staff has specific responsibilities they must uphold for our efforts to be a success. From my assistant that supervises the daily operation of the crew to the seasonal worker raking traps, each must understand the direction and standard we set for there to be success. The comment has been made at the Board meetings many times that it would be impossible for us to be involved in the Association at this level without the support of our employers and the efforts of our staff.

Remember how far a pat on the back goes in saying "well done" to those that make your job easier to deal with. Our industry is really very close knit. We see the same faces and tell many of the same stories over and over. Remember to look around for a support during the tough times and be prepared to help out when someone else asks. It seems to make the job easier for everyone involved. Come to a meeting and find some allies for that difficult turf problem or that staff issue that continues to drag on. You may find out someone has been through the same things already.

AND REMEMBER . . . keep that sense of humor, it's critical!!! I know I've said it before but it bears repeating.

Office Notes

By Barbara Mikel

Well, Fountaingrove Scholarship Research & Education Tournament is history. And what a way to become a part of history. The event turned in the highest net proceeds for the association to date. The final numbers are not yet in but with success like this we can provide for the Association's members, worthy students, and continuing education for the superintendents for a few

years! Good job by Jim Karrick, Craig Kilcoyne, and all those who ably assisted. A large measure of support for this event comes from our Affiliate members. We will be publishing a complete contributor's list in next month's newsletters. (We are still receiving donations as of this writing).

I just received a GCSAA publication on "Compensation and Benefits for Golf Course Superintendent" Compares 1995 and

Office Notes (Cont'd)

1998 Compensation and Benefits Reports. It is a concise four-page document with salary trends based on experience and education, certified superintendents vs non-certified. Employment activity for 1997-98. Salary increases by state and regions. Charts on compensation for employees reporting to or working for superintendents. Also included a section on Management structure for superintendents. You should have this tool. This information will be released to other associations such as NGCOA, PGA, CMAA, and others. *You can get your copy by calling GCSAA Career Development (800) 472-7878 ext. 655.* Look for important elements in future issues of "Thru the Green"

NorCal Research At A Glance

Dr. Ali Harivandi, well known to all for his involvement in turfgrass research reports that he has several projects in the works and a few on the horizon. Currently, Ali is working on bentgrass trials at Crystal Springs, in Burlingame, which he reports is already showing promise.

Also underway is a salt tolerance study using a variety of different turfgrasses. Part of the research includes work with paspalum sp. obtained from work at the University of Georgia.

For those considering establishing, or renovating tee's and fairways, a study is currently being proposed to evaluate various bentgrass varieties. This study is likely to occur at Poppy Ridge.

In an effort to provide hands on research education, Ali has proposed a field day prior, to a monthly meeting. With Crystal Springs a potential site, the program would include a review of the bentgrass trials, environmental projects and course construction projects.

Quick Quote

"A good leader is a person who takes a little more than his share of the blame, and a little less than his share of the credit."

— John C. Maxwell —

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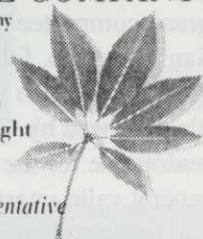
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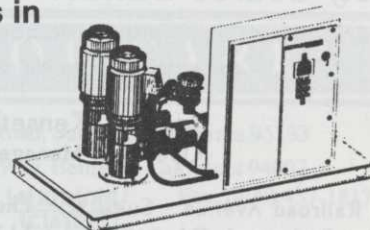
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Boardroom Briefs

- Mike Nunemacher informed the Board that he is preparing for the GCSAA Chapter delegates meeting at GCSAA headquarters on September 18th.
- Barbara Mikel reports that there are a few new additions to the web page. Next time you log on, look for a monthly superintendent profile, and the scholarship application.
- Support for the hiring of a Media Director Continued to grow when Terry Grasso reported to the Board that his green committee chairman, who operates a P/R firm in San Francisco, felt that a Media Director would provide industry value to the Association and that the fee schedule proposed by Greg Crawford Marketing was very reasonable for the services provided. Grasso had raised several valid questions at the previous board meeting and had requested an opportunity to seek an outside opinion.
- Affiliate representative Jim Karrick proposed the idea of low interest loans, which would be made available to turfgrass students. The loan program would replace awarding individual scholarships. The Board, intrigued by the concept, agreed to give the idea further consideration.
- The Annual Meeting in January? That's what Terry Grasso proposed and the Board listened. Citing sagging attendance, Grasso suggested the Annual meeting replace January's General Meeting providing a more favorable time of year for superintendents and their assistants to attend. April's meeting would become a Media Day Tournament, which would serve as a fund raiser for public relation activities. In spite of the unanimous support the idea received from the Board, several logistical problems would have to be worked out including, a bylaws change. This item will likely remain on a front burner and continue to merit discussion.
- Bob Costa, CGCS, reported that the sponsorship committee met recently and has further refined the Advertising/Sponsorship Program. "Our primary objective was to solicit the opinion of the affiliate membership, we want to develop a program that works for everyone," Costa said. Joining Costa on the committee were Forrest Arthur, Barbara Mikel, Craig Kilcoyne, John Holmquist and Steve Franzen. In his summation to the Board, Costa stated that he intends to have a final draft of the program for the September meeting and formally introduce the program in October.
- A committee of Bob Costa, CGCS, Gary Carls, CGCS, Forrest Arthur and Barbara Mikel will be meeting shortly to explore revenue sources to fund a media director.
- In an effort to breath some life into what has been a disappointing program, greater attempts will be made to circulate copies of the merchandise catalog at monthly meetings.
- How ironic. Dave Davies, CGCS who repeatedly promised shorter board meetings (although he has yet to direct one under three hours), was absent when one of the shortest board meetings in recent memory concluded in an impressive 2 hours and fifteen minutes.

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1999 ESA Call For Entries


In 1998, 33 GCSAA members were recognized with Environmental Steward Awards (ESAs). In 1999, such recognition could go to you.

For the seventh year, ESAs will be presented to GCSAA members around the world for their commitment to environmental stewardship efforts on the golf course. The awards are sponsored by Novartis Turf & Ornamental Products, Rain Bird, Textron Turf Care And Specialty Products with Cushman, Jacobsen, Ransomes and Ryan brands, and Pursell Technologies Inc.

New in 1999 is the feature of a standardized application form, evaluation in six specific categories, the prohibition of supporting documentation (photos, videos, etc.), awards made by affiliated chapter instead of region and the ineligibility of previous national winners. These changes were made to ensure equality in the application/judging process and are further explained in the application.

Applications are available in the August issue of Golf Course Management, on the GCSAA Web site (www.gcsaa.org) for printing out or submitting electronically and from affiliated chapter presidents and each of the participating sponsors. Entries will be due to GCSAA on or before October 30, and winners will be notified in late December.

Since 1993, participating sponsors of the ESAs have donated more than \$100,000 to The GCSAA Foundation, and more than 180 golf course superintendents have been recognized with ESAs.

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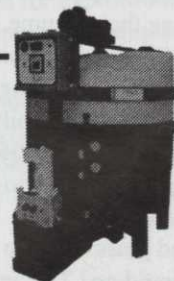
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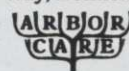
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THRU THE GREEN USGA

"Don't Push The Limit"

By: Pat Gross, Southwestern Director, USGA Green Section

Late summer is not the time to push the limit. What limit? The limit of agronomic common sense! Already we have seen misinformed micro-manager type Green Chairmen insist that the greens be cut lower for the upcoming member guest tournament, only to watch the greens gradually die after the tournament. In most cases, superintendents have no choice but to utter the cursory warnings before lowering the mowers and updating their resume. In fairness, not all Green Chairmen are like this. Some superintendents are pushing the limit themselves now that we have "silver bullet" fungicides to keep greens on life support. They are doing all they can to walk the razor's edge between outstanding putting quality and dead grass. Is there a limit to how far you should go? The answer can be found by reviewing a few basic agronomic principles and applying them to your particular course conditions.

First of all, proper mowing height is critical for healthy turf performance. Since roots grow in proportion to shoots, lowering the mowing height can cause a shrinking of the root system. A shallow root system is prone to damage in the hot surface layer of the soil and is unable to absorb water fast enough to cool the plant. With less leaf surface, there is also a reduction in photosynthesis and wear tolerance. If your course has *Poa annua* greens and a lot of play, now is not the time to lower the mowers.

Next, turf needs water. The proper amount at the proper time properly applied. Over-apply water and you eliminate air at the root zone and end up with wet, mushy greens

that are prone to disease. Under-apply and you risk losing grass or dealing with stress related diseases like anthracnose and summer patch. No matter how good your irrigation system is, you are going to have to hand water greens occasionally to compensate for the lack of proper coverage and localized dry spots. Some superintendents are forced to over-apply water to leach harmful salts out of the root zone. If this is the case, maintain good soil drainage with proper cultivation practices and monitor the greens to see when leaching is necessary. Overall, I can say with great confidence that the best turf managers I have met are also the best water managers.

Turf also needs food. Summer fertility schedules should emphasize light rates at frequent intervals, otherwise known as spoon-feeding. Light and frequent applications help to sustain an even growth rate and make it possible to maintain faster green speeds. Heavy fertilizer applications cause lush slow greens. Don't over-apply nitrogen, since this can negatively impact root systems. The best results are observed at courses spraying fertilizer on their greens every seven to ten days with nitrogen rates of 0.10 to 0.15 lbs. per 1000 sq.ft. along with potassium and any other needed nutrients. You may need to adjust these rates based on the amount of play at your course and your specific soil conditions. Keep in mind that nitrogen and potassium are very mobile in the soil. If you are leaching or watering heavily, be prepared to apply more frequently.

Finally, turf needs air — especially the

root system. It's no accident that you see the healthiest roots growing in the aerifier holes. Many courses had to cancel deep time aeration this year because of the heavy El Niño rains. If your course relies on deep aeration for drainage and summer turf survival, then don't push your luck trying to get fast green speeds. Focus on conservative measures to improve the air-filled porosity of your soil such as quadratine aeration, water injection aeration, and spiking.

Healthy grass can sustain a tremendous amount of abuse, but if your course doesn't have the agronomic conditions (soil or water quality) or the resources to maintain fast greens, there is no sense pressing your luck. It is possible for courses to have healthy turf and relatively fast green speeds as long as you don't push the limit of agronomic common sense. /

Did You Know?

Legislation to increase the minimum wage continues to move in the Legislature. AB 1184, which calls for a \$6.50 per hour minimum wage as of March 1, 1999, recently passed the Senate Appropriations Committee and now moves before the full Senate for consideration. In California, the minimum wage has been raised four times over the last 22 months. Employers now pay \$5.75 per hour, .60 cents an hour more than the federal minimum wage.

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Advertising Sponsorship Program To Be Announced Soon

Eight months in planning the CGSANC Advertising/Sponsorship Program is about to be unveiled. A recent committee meeting resulted in a final draft of a program that appears to meet all of the objectives of the original proposal.

"We feel we have a program that provides a lot of options for those who choose to market their products and services within our Association," said Bob Costa. "We recognize that businesses have lots of options when it comes to choosing where to spend their marketing dollars. We set out to develop a program that caters to business large and small and is value oriented."

Scotts Seeks Exemplary Superintendent

The Scotts Company is seeking the country's "best" golf course superintendent to award him or her with the 1999 Scotts Tradition of Excellence Award. Scotts gives the award annually to recognize outstanding achievements among golf course superintendents in advancing the science of course maintenance and in making golf the best it can be.

Nomination forms are now available from Scotts Technical Representatives, local chapters of the GCSAA Service Center (phone 800-472-7878) and Lord, Sullivan & Yoder Public Relations (phone 614-825-1730). Anyone involved in the golf industry may nominate an active or retired golf course superintendent for the award by outlining his/her achievements and service on the one-page nomination form. Nomination forms must be postmarked by January 2 to be eligible for the 1999 award.

Selection of the Scotts Tradition of Excellence Award is based on several criteria: teaching and mentoring experience; leadership; environmental responsibility; research and innovation in cultural or management practices; and professional involvement. The selection committee is comprised of officers of GCSAA and Michael P. Kely, Ph.D., senior vice president of the Scotts Professional Business Group. The honoree will be announced in February at the GCSAA Conference and Show in Orlando. The recipient will receive an expense-paid trip to THE TRADITION Senior PGA Tournament at Desert Mountain for the formal award presentation.

One of the changes includes packaged programs where by a business can purchase a marketing plant that includes several advertising or sponsorship activities. For those who prefer to participate in a more traditional sense, individual activities are still available.

Another element of the program, requires selection and payment annually. "We found that in many cases it's more attractive for business to be able to budget their marketing dollars," continued Costa. "By selecting and paying in more or two installments the program allows advertisers/sponsors the opportunity to know, up front, what their annual expenses will be."

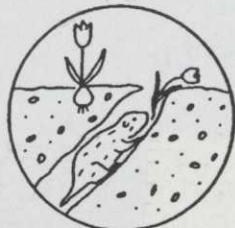
Finally, there are a few new marketing opportunities that provide business with new alternatives for exposure including; monthly meeting sponsorships, Institute sponsorship and advertising in the membership directory.

Details of the program should be introduced in late October, with the selection process running through December. "Like anything new we expect there to be some refinement over time," said Costa. "Our goal will be to continue to make it the best program possible."

Naumann's NorCal News

Danny Moak is the new superintendent at Diablo Grande Golf Course in Patterson. Danny was the assistant under Forrest Arthur at Spanish Bay Golf Links prior to his move. Danny is replacing **Web Shaffer** . . . **Mike Orren** is the new superintendent at The Bridges at Gale Ranch in San Ramon. Mike was the superintendent at Wildhawk GC in Sacramento before moving to the Bay Area. Both facilities are managed by Crown Golf. Mike is being replaced at Wildhawk by his assistant **Gerry Levesque** . . . **Pat Finlen** is the new Director of Golf Operations at the Fort Ord Golf Courses. Pat was a superintendent in Kansas prior to moving westward.

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