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(continued on page 4)

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Committed to enhancing the professionalism of athletic field managers by improving the safety, playability and appearance of athletic fields at all levels through seminars, field days, publications and networking with those in the sports turf industry.

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Sports Turf Managers Association

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This newsletter is the official bi-monthly publication of the Sports Field Managers Association of New Jersey.

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Editor: Brad Park, Rutgers University
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Brad Park, Rutgers University and Editor, SFMANJ Update

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MEMBER

South Jersey Sports Field Snapshots
Brad Park, Rutgers University and Editor, SFMANJ Update

The grounds staff at Cumberland Regional High School uses paints to highlight the end zones of their varsity football field (Cumberland County, NJ).

Pine trees create a visually appealing backdrop at the Salem High School varsity baseball field, not to mention a natural “batter’s eye” (Salem County, NJ).
Create a calendar showing when the activities will occur. This is helpful for scheduling resources and time around scheduled events. This will help you create a realistic picture of what tasks your organization can do in-house, outsource or eliminate. Be sure to include any overhead expenses that your operation is charged, such as rent, utilities, or other line items.

Check your figures carefully and submit your budget. Present your proposal neatly, in an easy to read and understandable format such as a spreadsheet sheet. It is likely that your budget will be challenged, such as rent, utilities, or other line items. Be sure to include any overhead expenses that your operation is charged, such as rent, utilities, or other line items.

The people we work for often are unaware of the true costs of maintaining a safe and playable sports field, so remember to be tactful, diplomatic and professional.

Don Savard is a Certified Sports Field Manager (CSFM) and Certified Grounds Manager (CGM); Director, Athletic Facilities and Grounds, Salesianum School; and a member of the SFMANJ Board of Directors.

**DID YOU KNOW?**

Venerable Yankee Stadium will host the 79th annual Major League Baseball All-Star Game on July 15, 2008. The Yanks will be moving across the street to a new Yankee Stadium for the 2009 season.

**PLANNING NEXT YEAR’S BUDGET—Do You Know Your Costs?**

By Don Savard, CSFM, CGM

(continued from page 15)
Demands on the profession continue to rise. Environmental regulations, personnel management, changing technology, resource utilization, athlete and fan safety... the list of areas for which a sports turf manager has responsibility continues to expand in complexity. Obviously, doing a great job at your sports facility is paramount to your career success, but it takes more than doing a great job to garner respect and recognition.

Your abilities as a sports turf manager will form others’ opinions of the profession, but your personal professionalism speaks volumes to your staff, your employer, your colleagues, the athletes who use your fields and the fans. Sports turf managers should view the non-technical aspects of their work as a critical aspect of their jobs.

Here are 10 ideas to help you gain recognition and bring respect to you personally, professionally and ultimately to the entire profession.

1. Do a great job. No amount of publicity, communication or civic goodwill will overcome poor job performance.

2. Be visible and talk daily with other managers. Make a point of talking with other departments’ staff. Your interest and sincerity will make them want to be a supporter and promoter of you.

3. Control your reactions and watch your non-verbal communication. The champions in business are able to shrug off distressing situations and re-group emotionally – that’s one reason they are successful. They also keep in check their non-verbal body language and facial expressions.

4. Promote your education and training. Put your diploma, STMA membership certificate and plaques in visible areas. Talk about concepts and ideas you learned at the STMA conference and at other educational events when you are in meetings with peers and with your employer.

5. Take responsibility for your own mistakes and for those of your subordinates. Blaming others, even if justifiable, makes you look small-minded and weak. Earn a reputation as a “fixer” of errors, someone who can snap back from setbacks and learn from mistakes.

6. Always answer criticism in a professional and courteous manner. Explain why there is a problem and what you plan to do about it. Never let it be assumed that you do not care. Take immediate action on complaints.

7. Adopt a “no surprises” philosophy. If there is a problem with the field, communicate the issue immediately and honestly to those who need to know, along with how you are addressing the problem. Proactive communication, even when it is bad news, contributes to your stature as a professional.

8. Hire a top flight team and support continuing education for them. Your image is affected by the image of your staff. Make them aware of their important role in promoting professionalism in the field of sports turf management. This includes their attitudes, care of equipment and courtesy to all with whom they come in contact with while on the job.

9. Be responsive and on-time. Return telephone calls and answer requests promptly, no matter how trivial they seem. Be on time for meetings. A reputation for always being late can influence people’s opinion of your performance.

10. Pay attention to the details. It’s the little things that can make or break you. For example, what does your work space say about you? A cluttered and dirty desk may make others think you don’t care or that you lack organization in all areas of your work.

Sports Turf Managers Association (STMA), Lawrence, KS
I think about your starting day at your first job in this industry. You did not have any experience and never used any of what seemed like large equipment, whatever it was, dedicated mowers, spayers, and tractors with different attachments or even loaders, backhoes or dump trucks. You were either one of two types: scared and unsure of yourself as far as running equipment or you were over confident and thought, “where are the keys?”

Now, jump ahead to today. Every year seems to bring one or two new employees to our department and at least half have no experience, yet they are still unsure and overconfident. So, how do you train them? First, I would check with your insurance company. Sometimes they will have training available that is at least partially relevant (usually the safety aspect) to the equipment you use. If not, ask them for any recommendations.

At our department, we do a blended program. We have employees attend classes and in-house training. Also, do not forget about continuous training. We try to send employees to some of these classes every one to three years to keep them safe and current. A lot of factors come into play when it comes to deciding when a person is ready to run a piece of equipment. It may be a time factor or if you have one, it may be a union issue. Once all the other issues involved have been satisfied, it is important to point out to you how to feel comfortable with an employee using a piece of equipment. I try to get through these issues to get at least one training session done as early as possible. I find that once a person starts to learn the controls and operation of a piece of equipment while watching other operators they will be able to learn a lot faster. They will ask themselves, “How is that done?” and pay close attention to that particular operation. They will pick-up on things that they would not have without that first training.

The first thing I say to a new trainee is, “This is the most important thing I am going to tell you.” Then, I say slowly and clearly, “TAKE YOUR TIME.” That also means when you train someone make sure you have plenty of time and are not in a rush. You want to give this person a sense that he/she has all day. I start by explaining the controls and what they do. I also strongly encourage them to ask questions. When I am done explaining something I ask them if they understand and have them repeat back to me the functions of those particular controls. I give them an open area where they cannot do any damage or hurt anyone. I have them perform one function at a time and if I seem them doing something wrong I will stop them right away to prevent them from forming any bad habits. If it is a complex piece of equipment I may only teach them a portion of the equipment’s operation. Once they are comfortable with that, I will teach them the remaining portion.

We never put a maximum on the number of training sessions. We always want to do a minimum, but are willing to do more. Even if I think they are ready I will want them to feel comfortable and vice versa. Again, I do not want them to feel rushed in any way because being rushed is how accidents happen.

Finally, when they start using the equipment on their own, do not give them jobs that precision or speed are necessary. That is what your experienced operators are for. Let them get enough time under their belt before expecting these things out of them. After all, experience is the best teacher.

Scott Beachy is Crew Chief, Department of Public Works, Township of Millstone, NJ.
Dr. Henry W. Indyk
Graduate Fellowship in Turfgrass Science

As many of you know, the turfgrass industry lost a dear friend and colleague in September 2006. We will all miss Henry very much and would like to ensure that his legacy lives on. The Indy family would like to establish a memorial fellowship to support graduate students interested in applied turfgrass science. This fellowship is being created to help ensure that tomorrow’s graduate students have the financial resources to gain an advanced degree in turfgrass science at Rutgers University. To fund a full graduate assistantship each year in Henry’s name, we will need to raise a total of $400,000. Your generous support at this time will bring us closer to reaching this goal.

To make a tax-deductible contribution today, please send a check payable to the Rutgers University Foundation, 7 College Avenue, New Brunswick, NJ 08901. Be sure to indicate “Indy Fellowship, Turfgrass” in the memo portion of your check. If you desire, you may provide a donation in the form of a pledge payable over several years.

For information on other ways to support this fellowship, please contact Dr. Bruce B. Clarke, Director – Rutgers Center for Turfgrass Science (732-932-9400, ext. 331; or blt@rce.rutgers.edu) or John Pearson, Director of Leadership Gifts at the Foundation, by calling (732) 932-7999 or email: jpearson@leadership.rutgers.edu.

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Keep your Ballfields safe and looking great!!!
Always Consider the Environment

By Jim Hermann, CSFM

As students of the turf industry we try to read as many articles as we can find on the subject of turf management. We use the information we receive from these articles to help formulate the management programs we implement on the fields we maintain. These articles often times include topics such as aeration technique, selection of topdressing materials, yearly maintenance programs, athletic field renovation etc.

When you evaluate an article, always make sure you consider the similarities and differences in the environment of the field you are reading about and the environment of your own field. I trust that many of you have found yourselves in the following situation. You are trying to decide how to deal with a problem on your field. Not having had personal experience with this particular problem, you base your decision on an article that was written about a similar situation, or so it would seem.

Let’s assume your soccer field is constructed on heavy textured native soil. The chemical soil analysis has determined that you have an acceptable pH of 6.5 along with adequate amounts of available phosphorus (P) and potassium (K).

It’s September and the soccer league is tearing your field up and you’re in a quandary over what to do first. You go to your mailbox and what do you find but the new issue of Sportsturf. By sheer coincidence the main article is written about how some facilities management company maintains a world-class soccer field. After you finish reading the article, you commit to a fertilizer program consisting of 8.0 lbs of nitrogen (N) a year along with an obscene amount of P and K and micronutrients you never heard of before. In addition to this you purchase a trailer load of sand from the local supply house to use as a topdressing material. What’s wrong with this picture?

The field you are reading about is more than likely constructed on a sand-based root zone. Water is certainly supplied with a sieve analysis “compatible” (the key word when discussing topdressing) with the root zone.

Although sand may be indicated as a topdressing material for many fields, its use should never be contemplated without first consulting an agronomist well versed in soil science. The risk of causing more harm than good is extremely high.

If the environment of the field you are reading about differs greatly from your own, the maintenance program is going to differ from your own. As you enter into decisions concerning maintenance and renovation procedures of your sports turf always ask yourself this question, what am I trying to accomplish? Here is an example. Modification of heavy textured soil with sand is often times recommended as a means of increasing the drainage qualities. What many fail to realize is that in order for drainage to occur, their needs to be a place for the water to go. If your field is not equipped with underground drainage, this procedure may not work.

Whenever making maintenance decisions, “always consider the environment”.

Jim Hermann, is a Certified Sports Field Manager (CSFM); President, Total Control Inc. and member of the SFMANJ Board of Directors.

DID YOU KNOW?

Major League Baseball pitchers and catchers may report to spring training on February 14, 2008. And some think it’s just Valentine’s Day...
GETTING BACK TO BASICS

By Jim Hermann, CSFM

By this time of year New Jersey sports field managers are patiently awaiting conditions which allow them to start infield preparation for the spring baseball and softball season. They are checking their arsenal of specialty products to be sure inventories are at their peak.

The sports field manager needs to know what product dries up the puddles, what product firms up the base paths and maybe what products can get him or her through the fifth inning, of an otherwise ruined game. These products are all effective tools at the disposal of the sports field manager and a thorough understanding of these materials is essential. In addition to these tools, the most useful and effective tool available to the sports field manager is the site specific experience and basic understanding he has for his fields.

Experience dictates which fields to watch for the perpetual problems of the game and the problems brought about by rain and other environmental conditions. One field may hold water at 3rd base due to a lip buildup. Another field may require attention because water inevitably funnels down the base paths and other environmental conditions. One field may hold water at 3rd base due to a lip buildup. Another field may require attention because water inevitably funnels down the base paths and washes them out every time it rains.

Only the experienced sports field manager can predict with certainty the day to day challenges of each infield. Only the experienced manager can react to these predictable problems and maintain the infields in a safe and playable condition with some degree of effectiveness.

A primary challenge to every sports field manager is to use the experience and understanding gained over time to manage his infields in a “proactive” rather than “reactive” manner.

Many fields have perpetual problems. These problems can be caused by poor design, poor construction or years of improper maintenance. By identifying these problems and correcting them the sports field manager can minimize the day to day maintenance requirements of an otherwise difficult infield.

In some situations it may not be a case of poor design; it might just be that another design would be more efficient. An example of this would be a baseball infield with the baselines running down the middle of a 6.0 ft base paths. When designed in this fashion, only 3.0 ft of skinned area lies between the baseline and the turf perimeter. Aggressive play inevitably creates a buildup of material on the outside of 1st and 3rd base in the turf. With this buildup of material in the turf comes a depression in front of the base. This situation has the potential to cause water to pond in these areas. The “reactive” manager can get out on the field early and utilize the most effective products and procedures to transform an otherwise unplayable infield into an acceptable condition.

The “proactive” sports field manager on the other hand has dealt with the problem before the season began by making some basic adjustments. He may have realigned the baselines to favor the inside of the base path by positioning them closer to the inside turf perimeter or he may have constructed a radius around the 1st and 3rd bases which allows a groomer to pass to the outside of the base paths. In any event, the objective is to allow more distance between the bases and the turf perimeter. At a minimum he removed the lip to allow positive surface drainage to help manage potential water problems.

Many of those involved in the planning stages of a new field desire their own little Yankee Stadium. They want no more than a 0.5% slope extending from behind the pitchers mound in all directions. They may desire a mix that is 60% sand and 40% silt and clay because someone said it works for them. They may even go to the expense of a complete gravel blanket under the infield to help evacuate surface water that ponds within the infield when positive surface drainage is not maintained.

For some, this might be the perfect infield. For others it can evolve into a maintenance nightmare. It is the opinion of many, myself included that a 0.5% slope is not sufficient to evacuate water from a moderately maintained infield skin. It requires more intense maintenance than a 0.75 or 1% slope. A 0.5% slope is not sufficient to effectively evacuate surface water from a turf infield constructed on a heavily textured soil. Turf Infields constructed with less than 1% slope rely heavily on internal drainage characteristics consistent with a lighter textured soil, a bypass drainage system of an effective design or both to efficiently evacuate surface water.

Unless the infield skin is watered on a regular basis, the 60–40 mix will more than likely turn to hardness similar to that of concrete. If the mix happens to contain more than 10 or 15% silt this infield mix could have the potential to become mucky when overly wet and extremely dusty when dry.

Although typically not a negative influence, the gravel blanket under the infield skin will be extremely inefficient in the evacuation of surface water, even though it is an effective means of managing a high water table beneath the infield. The proactive sports field manager will educate himself, start with an effective design and take the action necessary to manage and maintain the playing field in a safe and playable condition.

It has been my experience that a very difficult challenge to the sports field manager is to adapt design or reconstruction criteria to site specific conditions. An infield with a slope that radiates outward from a center point in the vicinity of the pitcher’s area could be more expensive and more problematic than an alternative design, depending on site specific conditions.

Jim Hermann, is a certified Sports Field Manager (CSFM); President, Total Control Inc. and member of the SFMANJ Board of Directors.
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Brad Park, Rutgers University and Editor, SFMANJ Update

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