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Mike Bavier — President

### *The President's Message*

Two of the finest conferences in some time were held here in Illinois this fall — the Illinois Turfgrass Conference and the Midwest Turfgrass Clinic. It was unfortunate for those of you who were unable to attend for one reason or another.

The Illinois Conference held the latter part of November was well attended by the Chicago area boys, and I think we are finally realizing what a great asset we have in the Illinois Turf Foundation and Dr. Turgeon. Dr. Turgeon has many outstanding programs started at Illinois but would probably admit his research program is just getting a good start. The local organizations have helped by showing moral and financial support to the Illinois Turf Foundation.

The Midwest Association of Golf Course Superintendents were fortunate a few years ago to have the foresight to start a research fund for the Illinois Turf Foundation. Paul Voykin was on the education committee and Midwest board at this time and was very instrumental in starting the research fund, which now has turned out to be one of the best moves the Midwest has ever made. The need for continued research is endless. The benefits returned are many, not only to us but to our comrades and clubs in other areas. We must continue to support I.T.F. through membership, research grants, and our participation.

Not far behind the Illinois Conference was the Midwest Turfgrass Clinic. The change to one day seemed to work out quite well. The program participants were superb. The superintendents on the program did a commendable job — in fact, they did as well as the "pros". Fred Opperman and Dave Meyer should be congratulated on this fine meeting and also on bringing back our good friend Dr. Paul Alexander. One comment that was mentioned during the Clinic about superintendents discussing topics other than turf diseases had an adverse effect on me and maybe on some of you. When we get to the point we know all there is to know or want to know about turf diseases, maybe it is time to get into another business. My club, and I'm sure yours, too, still pays me for growing grass (a couple of my members might question this!). So it is of the utmost importance to continue to strengthen our knowledge through repetition and to seek new remedies in solving our turf problems. Don't get me wrong — we need diversification, too.

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The "Bull Sheet" will be closing out what may be one of its most successful years. The Midwest directors have been most helpful in supplying articles to Ray to include in the paper — keep up the good work. The membership has been a big help to Ray, too, but must continue supplying him with information — he never seems to get enough articles.

Hope Santa was good to all this Christmas. Best wishes for the New Year to you and your families.

Dear Ray,

Here it is winter in Crystal Lake but our work outside still goes on.

We are doing a little experimental work on our roughs and non-use areas. Three blocks from our maintenance building are two sewage plants for the city of Crystal Lake. After having the material analyzed we found no heavy metals because we have no chemical industries to contaminate the sludge. Our treatment plant uses the aerobic method so it is activated. The analysis is 4.0 nitrogen and 5.0 on the phosphorus and high in iron and sulfur.

This material is loaded into our "John Blue" spreader which has a capacity of 5 cubic yards. It is a V bottom with a stainless steel conveyer belt with a 24" spinner. All this is ground driven and rolls on high floatation tires.

Certain areas get single application while others received two and three applications, and we have made re-applications with check plots to compare responses.

If this source of nitrogen proves economical after determining growth results and labor costs, we will continue on this program, and if more material is available it will be spread on our fairways during the winter.

I would like to hear from other superintendents who have had any experience with sludge applications. With the continuing increases in fertilizer costs this may be a partial answer to our turf growing problems and maintaining our budgets.

Thank you again for the opportunity to write for your excellent publication.

Sincerely yours,  
Jack R. A. Hanson, Supt., C.G.C.S.  
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Charles Wilson from Milwaukee Milorganite performing his elbow wetting sponge act at Medinah Clinic.

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**All five local State Chapters of G.C.S.A.A. have pledged their total support to the election of Mike Bavier as a director of G.C.S.A.A. at the annual meeting in New Orleans in February 1975.**

**And thanks to the many others who have pledged their support for Mike.**

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**THE OUTSIDER**

Who is really the outsider? Over the past 2 years there has been an undertow of hidden criticism by a few so called professional golf course superintendents; about the 40 year old outsider coming into the business.

Lack of knowledge and facts can be a very dangerous thing when one's peers try to become self-appointed judges and jury.

To begin with, if the "TRUTH" was known as to what occurs at so many operations, many of you would be walking the streets for a number of valid reasons. And by the same token there are many others who are so dedicated that no one could begin to compensate them properly.

Education comes in many forms; some is bought and paid for in dollars and cents, but the most valuable is the experiences of blood and sweat over the years which is ground into one's marrow forever.

There are many alleged outsiders in the business. Some that have had 50 years or more in it and could put many of us to shame just because they are tagged Lone Wolves and don't participate in what is considered the professional circles. Most of these men have forgotten more than what many of us have ever known or experienced.

Believe me, start opening your eyes and ears, because the WOLF you are afraid of is within, and will destroy everything that is being sought by so many for so long, and have paid the price over and over again. The only fear you need have is the one from within. It will destroy more efficiently than any other petty concern that plagues us individually or collectively.

Another so-called outsider, the necessary evil the people many of you attempt to play costly games with, is your suppliers and manufacturers.

People who have different methods or new concepts better keep hidden because it's always open season on them.

It is time to start re-evaluating one's position as to who is the outsider or the dangerous Insider; who destroys silently from within for all concerned.

Leonard Schnepf, Supt.  
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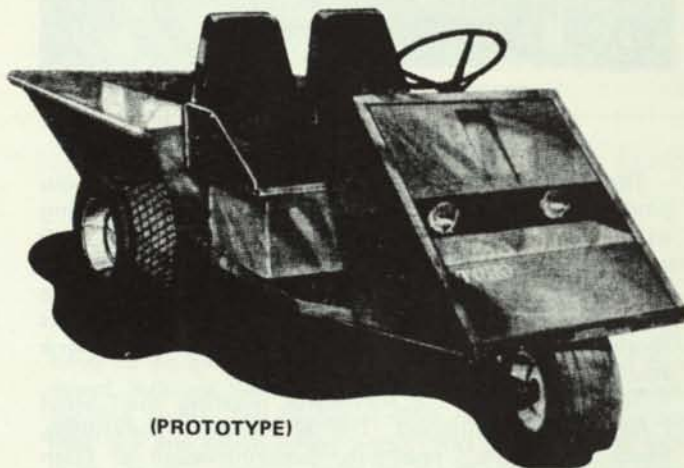
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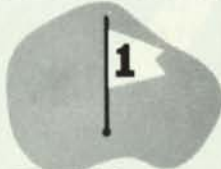
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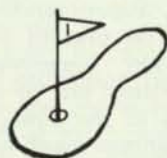
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Editor

## Midwest Breezes

The 22nd annual M.A.G.C.S. Turfgrass clinic is now past history. We all thank Medinah C. C. for giving us the privilege each year to hold the clinic at their wonderful club. The service and hospitality is always outstanding. John Jackman, host Superintendent, does more than his share to make a meeting such as this successful. Even the weather was wonderful, "Thank you, John."

There is more to a successful meeting than what I have just mentioned. The educational committee, headed by Fred Opperman, Superintendent at Glen Oak C. C. and David Meyer, Superintendent at Indian Lakes C. C., did an outstanding job of arranging an excellent program with highly qualified speakers.

We are sorry Bob Williams, Superintendent at Bob O'Link G. C., was unable to be present in person. His representative, Paul Voykin, Superintendent at Briarwod C. C., did a magnificent job in delivering Bob's talk "What's Happening in the Area."

I am sure the 156 who attended went home with considerable accumulated knowledge.

Tom Gilman, Superintendent at Riverside G. C., reports he has completed the building of riding golf cart paths on the entire course at Riverside. The golfer will now use the path on every hole. I am sure this will make Tom very happy especially when the ground is soft. 365 tons of grade 8 gravel material was used. He also has completed the building of five new tees. A good accomplishment for 1974.

On December 6, Walter and Bonnie Fuchs of the Turf Products Ltd., were host and hostess to a Christmas party for many of their friends. Considerable chit-chat along with laughter took place during the evening. Part of the conversation during the evening was about going to the G.C.S.A.A. Conference in New Orleans. If the interest continues, there are going to be many Yankees attending the conference.

There will be no meeting in February due to the G.C.S.A.A. conference in New Orleans on Feb. 16-21, 1975. Our March meeting will be held on the seventeenth at Nordic Hills C. C. David Meyer, host Superintendent, says to bring your swimming suit. Lee Record from the U.S.G.A. Green Section will be our guest speaker at this March 17 meeting.

Our next M.A.G.C.S. meeting will be held at Elmhurst C. C. on January 7. Tom Di Guido, Superintendent, will be our host. The meeting at Elmhurst C. C. is an afternoon meeting. Lunch at 1:00 P.M. — meeting will follow.

Dr. William Daniel from Purdue University will be our speaker on Jan. 7. Subject, "Fertilizer — How Little, How Much." Bring along soil test taken during the past year.

Dale Pieper assumed the duties of Superintendent at Cherry Hills Country Club in Flossmoor. His dad will have to get a good man to fill Dale's shoes.

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## WHAT IS HAPPENING IN THE AREA RELATIVE TO THE GOLF COURSE SUPERINTENDENTS' FUTURE?

By Robert M. Williams, Supt. Bob O'Link G. C.  
Medinah Clinic  
December 3, 1974

If I were to answer this question in a nutshell, I'd refer to that old cliché that we have some good news and some bad news. First, the good news: Today's superintendents are better qualified, more talented, more articulate, more efficient and producing better results than ever before in the history of golf. Now for the bad news: The clubs can't afford them.

My report is based upon a combination of my own observations over the past 48 years and a recent opinion survey of a number of representative superintendents within the area. The data revealed complete agreement as to the changing trends in our profession.

Let us divide this subject into 3 general categories:

1. The Superintendent. (A personal profile)
2. The position of the Superintendent.
3. The profession of the Superintendent.

So, what changes do we see in today's superintendents relative to our counterparts of 20, 30 and even 40 years ago? First, he is much younger. We have only a handful of active supers today age 60 or over. In fact, we have relatively few in their 40's and 50's. The predominance is in the 25 to 35 year age bracket. Next, he has a better technical and general education. The majority of the "NEW BREED" are graduates of our University Programs such as Penn. State, Michigan State, Purdue, Rutgers and others. In addition to these, our Community Colleges are getting more active in Turfgrass Management training.

In line with his better education, today's superintendent is demonstrating better business management practices and executive ability. More records are being kept, more attention is given to costs, budgeting and prudent purchasing.

We find today's superintendent doing a much better job of communication. Both with his fellow superintendents and with his club officials and the golfers.

The younger men in the field display more aggressiveness and more independence than their predecessors. These two factors tend to impress me with the feeling that there is somewhat less of the old "Labor of Love" that was so outstanding in the "Old Timers."

My observation of the profile of today's superintendent is that he is:

- Young
  - Well educated
  - Technically trained
  - Efficient
  - Executive oriented
  - Well dressed
  - Capable of the social graces
  - Articulate
  - Aggressive
  - Uses a good balance of family and job interests
  - Self-confident
  - Respected and appreciated by both his employers and employees
  - And he has a great love of the game of golf.
- There are many to be thanked for the progress

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tightening by the clubs for 1975 and possibly even longer.

Another concern relative to the superintendent's position centers around the observation that we are seeing an increase of clubhouse managers using the title of General Manager. However, very few are functioning as such. I believe superintendents ought to take a long, objective look at this situation and collectively take a position either pro or con. This is really another subject in itself. With this thought in mind, our educational committee has placed the subject on our program later this afternoon so that we may have the benefit of additional insight into the situation.

### THE PROFESSION — WHAT IS HAPPENING?

All of the superintendents that I interviewed on this subject were most optimistic towards the future of the Golf Course Superintendent.

Presently, job opportunities continue in golf and particularly in the allied fields such as:

- Landscaping
- Commercial representatives
- Parks Management
- Industrial grounds management
- Real Estate complexes
- Corporate superintendents
- Golf Course architecture
- and Cemetery Maintenance.

As we look into the future of our profession, we have to be aware of the old factor of supply and demand. Are we training enough or too many new men for the field? The National Golf Foundation tells us that we are constructing about 200 new courses per year, at this time, which is a slowdown from the past 10 year average. Not all of these would require new superintendents as some are additions to existing operations.

In addition to new positions at new courses, we will have to replace those superintendents who leave the profession for one reason or another. Judging from the mortality rate of GCSAA members, a projection of the entire field would mean a loss of some 120 men annually. So, between the new jobs and the replacements, we would estimate a demand for about 350 new superintendents a year.

Incidentally, I looked at this from another viewpoint and came up with a relatively similar figure. Taking the 11,000 present courses and figuring that each superintendent will work at his job for 40 years, we would require 275 men a year to keep the jobs filled and perhaps 500 men if the number of clubs were to double in the next 40 years. So I believe 300 to 500 new men annually is a fair ballpark estimate.

Now to look and see how many men we are training. Dr. Daniel, of Purdue University, recently told the American Society of Agronomy that he surveyed 56 schools and came up with a total enrollment of approximately 1160 turfgrass students, with 445 graduates this past June. Some of these students will end up as commercial representatives, researchers, and teachers. Some others will leave the profession. Also, we will have additional men who will come into the field without formal university training. All-in-all, even with rather nebulous figures, it appears that we are currently training about 500 men annually for about 300 to 500 jobs.

It seems to me that we are just about keeping pace with supply and demand at this time. However,



## DIRECTOR'S EDITORIAL/ARTICLE

I'm not sure if the membership is aware that the Directors are all required to write (at least one) editorial or article each year. Since my office is the same office the "Bull Sheet" is prepared in, I more or less get a jump on others as when I will write my article. Of course, then too, I am at a greater disadvantage than all other directors. For I have that "Why don't you write an article for the Bull Sheet, Editor" constantly looking over my shoulder and asking if I will have the article by the 10th of the month. The 10th of the month in this office things really start to hum. Papers fly, calls are made, the waste baskets fill up and need to be emptied hourly, or so it seems. You know, stopping to think of the waste baskets being emptied so often, you wonder now what is being discarded and what is being printed. It might be interesting to edit the waste baskets to see what our fine Editor is editing. We know what he is printing but what isn't getting in print could be a newsletter in itself.

Our Turfgrass Clinic at Medinah C. C. this year, in my opinion and from the many comments I received, was a great success. It seemed from the show of hands, when asked if they liked a one day or two day clinic, the one day was the greatest vote getter. We had one of the highest turnouts in years with 156 registrations. Medinah Country Club outdid themselves with their fine hospitality. The luncheon and dinner were outstanding with the quantity and superb quality of the meals. We know that Medinah Country Club will take a back seat to no one in hosting the 75th U.S. Open next June.

Our speakers at the clinic this year all did an outstanding job in their fine presentations. Our problems with the C-15 disease which John Jackman, Dr. Vargas, and Dr. Bill Meyer discussed, brought forth some solutions and a greater insight into the problem that has plagued courses with C-15 greens. Ted Sokolis, Ken Quandt, and Charles Wilson, showed the failures of improper soil mixtures on greens and how the use of proper screening size of sand can improve the quality of a green. How the depth of the proper soil mixture can affect the water percolation in the soil. Our afternoon session dealt with the future of the golf course superintendent and our speakers here were varied. Mr. Jerry Claussen from the National Golf Foundation had statistics on most anything you needed to know. Paul Voykin read a paper prepared by Bob Williams who was unable to attend due to a severe cold. In Bob's speech he brought out what has been happening in the area, and of critical importance that some clubs have not been hiring the most qualified superintendents.

Dr. Paul Alexander gave his views of a corporate superintendent and the pluses and minuses of such a position. Tim Miles related his endeavors and failures in the past and went on to give some very thought-provoking suggestions on changes for the future.

The general manager concept was described by Mr. Harry Gray, of Exmoor C. C., with great finesse. He did an outstanding job on what to some superin-

tendents is a touchy subject. Dr. Kenyon Payne did a profound job on the analogy of the holes of a golf course and the responsibilities of the superintendent. All in all it was a good program.

At this point and time of year I would personally like to wish each of our members and readers a very Successful and Happy New Year in 1975.

Fred D. Opperman, CGCS  
Glen Oak Country Club.

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**"THE POSITION OF THE SUPERINTENDENT"**

Again, WHAT IS HAPPENING IN THE AREA? —

Let us look at the salary scale. We must admit that salaries are not bad, but they are barely keeping up with the rate of inflation. One superintendent contacted in the survey noted that many superintendents are not being paid as well as the truck drivers that deliver supplies to the club.

With an annual inflation rate of over 5% in recent years, our salary levels should have about doubled in the past 15 years, just to keep abreast and with no allowance for merit raises. I recall a salary survey we made here in the area about 1960. We found at the time that our range was approximately from \$10,000 to \$18,000, with a median of about \$12,000. Today, 15 years later, my sampling indicates that we are generally in the \$15,000 to \$30,000 bracket with a median of about \$20,000.

Quite a number of superintendents are now engaged in outside business ventures such as landscaping to supplement their incomes. Most all of these that I know of do so with the sanction and knowledge by their clubs and officials. Of Course, this was always a no-no with the old guard as they were fearful of being accused of a conflict of interest. Especially at times when their turfgrasses might be under undue stress.

In addition to the salary situation, the fringe benefits have not kept pace either. For instance, surprisingly few clubs have retirement programs. I believe we have to place a good deal of the blame here on ourselves, along with the club house managers and the golf professionals. We have not done a good enough job of selling the need for programs of retirement, medical benefits, hospitalization, life insurance, business expenses, transportation, etc. In my estimation, it is high time the GCSAA, PGA and the CMA organizations get together and offer package benefit programs for all personnel at golf clubs across the nation. In this vein, I was pleased to read GCSAA President Baskin's message in the recent issue of "The Superintendent" magazine wherein he appealed to club officials in regard to retirement programs.

Further on the subject of the superintendent's position. We must take note of the decisions being made by our clubs when they find it necessary to replace their superintendents. Generally speaking, clubs are bypassing consideration of experienced superintendents in favor of young relative newcomers to the profession. This indicates that club officials are attempting to save dollars. Personally, I'm pleased to see these young men being placed in these responsible positions for their own personal welfare, but at the same time, I'm concerned by the fact that some clubs are paying more attention to the price of a new superintendent, than they are towards his qualifications and his proven ability.

Perhaps the most significant factor affecting the superintendent's position today is the state of the economy which puts us in a business recession along with high inflation. Membership waiting lists are shrinking or wanting. Dues and costs are up, business expenses have been curtailed, the stock market is down and all of these factors hurt club activity and income. Undoubtedly we will see more belt

GCSAA and the school will need to keep up liaison so that graduating students will not be disappointed in job opportunities. Our scholarship program of GCSAA has been active in providing funds to encourage and assist students in Turfgrass Management. (approximately \$20,000.00 annually) Here too, prudent planning for the future is definitely needed.

To summarize, "What Is Happening In The Area"? I believe we will agree that we are doing quite well but we must keep alert to changing times and make adjustments accordingly. Additionally, we must not lose sight of the fact that industry and research has played a terrific role in upgrading our profession and maintenance standards for golfers. The sophistication of our modern tools, particularly automatic irrigation and mowers, has given us a whole new ballgame. Advancement in research is developing new horizons in the use of chemical controls for plant growth.

As to the "Outlook For The Future", I have a great deal of confidence in the new generation of superintendents. With continued dedication and cooperative effort by all of us, I'm sure the superintendents, the profession and the playing conditions will continue to show improvement in the years ahead.



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Tony and Marge Meyer have recently returned from a great two weeks in Hawaii, which they enjoyed with twenty of their friends, on a Jetaway Golf Classic Tour, via United 747 non-stop to Honolulu. They visited five islands, Maui, Oahu, Hilo, Kona and Kauai. In Maui they played golf at the Royal Kaanapali Golf Course, a challenging one built by Robert Trent Jones, noted for water and sand. While at Kona, played at the Kona Surf Golf Course, built on lava rock overlooking the ocean and surrounded by beautiful flowers and shrubbery, that you must see to describe. Tony visited with several superintendents while there. They are all in the same predicament as we are, manpower, fertilizer and equipment costs have doubled. All fertilizer and equipment has to be shipped in from the mainland. One of the many highlights of their trip was visiting the Polynesian Cultural Center out of Honolulu, which was climaxed by the "Invitation to Paradise" Review with a cast of over 150 people. This vacation was the greatest and they hope to go again some day.

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Mr. Ray Gerber  
Editor, Bull Sheet  
865 Hillside Ave.  
Glen Ellyn, Ill. 60137  
Dear Ray:

Mr. L. B. Calamaras, chairman of the membership committee of Ridgemoor Country Club for the past 3 years, reports that the Chicago District Golf Association held a special Seminar this fall which was attended by over 250 individuals representing member clubs of the Chicago area.

The meeting lasted four hours and the main subject matter was the grave problem of declining memberships.

He reported that of the 49 clubs represented at the meeting, there were 1,568 members below their quota, or an average of 32 members per club. The loss in revenue to these clubs totals over 5½ million dollars.

Further discussions were taken up regarding the application of members who would be considered sub-standard to the accepted members, who now belong to the club. Two presidents warned against lowering qualification standards to get additional revenue for the club.

In discussing the situation with Mr. Calamaras, I felt that somewhere in the report there is a warning that some clubs have over extended themselves in unnecessary spending and needless improvements, saddling the membership with heavy debts.

As superintendent, we felt it would be wise to practice economies wherever possible and to get the optimum out of every dollar, as these are trying times. We may be headed for a depression greater than the early thirties in order to establish new values in our economy for the future.

Golfingly yours  
George A. Davis, Sr.

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