

**THE BULL SHEET, official publication of the
MIDWEST ASSOCIATION OF GOLF COURSE
SUPERINTENDENTS.**

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President - Bob Breen

PRESIDENT'S MESSAGE

A two day growth of beard on a lean leathery face, bib overalls patched at the knee, a tattered straw hat pulled low on a head bent forward as though leaning into a wind. The leather reins of a team are draped around his neck as he slouches atop a three gang set of mowers cutting fairways on a hot summer day. If that is the image your mind projects at the mention of the word "greenkeeper" you may find it advisable to stop here, as what I am going to add may be disagreeable to you.

It is difficult for me to rationalize why in an era when titles such as astronaut, computer programmer and others, have become household words in less than a score of years, we persist in striving to educate the golfing public the use of the title Golf Course Superintendent. Prior to the year 1938 the person in charge of grounds and greens was known as the Greenkeeper, a traditional and much more colorful title and in my opinion a title the golfer associates with the responsibilities involved.

There is no doubt, many who feel that the job is more than keeping a golf course green, but it has been my experience that the golfer judges the condition of the course, not the individual's ability to present a budget, his expertise in handling men, or his extraordinary record keeping ability. The course is where the game is played and this must not be forgotten. That is why I would like to see due consideration given to the possibility of returning to the Midwest Association of Greenkeepers.

The return to the name of Greenkeeper will have no great effect on the status, wages or the responsibilities involved. The word Greenkeeper is unique to our profession; there are no Greenkeepers of Streets, no Greenkeepers of Sewers or Sanitation. Greenkeeper is a respectable and honorable title.

We have had 40 years to establish the title of Golf Course Superintendent and I for one think we have come up short and I have discovered all too often in casual conversation that there are a surprising number of members who would prefer to be called Greenkeeper, a title still used in the British empire where the game had its origin.

There is only one way to restore the name Greenkeeper and that is to make a motion that the association change its name. This would require a by-law change and can only occur at our Annual Meeting; however, the motion can be made at any meeting with discussion occurring at the time of the motion and I feel there is a need of much discussion on this issue whether the name is changed or not.

Robert Breen

The hors d'oeuvres and liquid refreshment that all enjoyed and appreciated at the July meeting at Kemper Lakes were supplied by Art Clesen in conjunction with Illinois Lawn. It was an error in my part, that I failed to thank them at the proper time. All those present are grateful to them for their generosity.

I also blew acknowledging Walter Hoyt, formerly of Timber Trails and now retired and living in Florida; and Gwen Stracke, who is working for her Master's Degree at Texas A.&M. Gwen was the assistant in charge of the Ladies' Course, under John Jackman at Medinah last year.

Robert Breen

Dear Ray:

September and Labor Day once meant throwing your straw hat away, some can recall.

"SEPTEMBER TIME"

September spells, season is coming to an end.

Cooler nights mean, course is on the mend.

Lots of work is left to do,

Though we may lose most of the crew.

School beckons them back as before,

Means, roll up your sleeves and face the chore.

Fertilizing, aerifying, reconstruction too.

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September and summer soon will be gone,

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DOES A SALARY INCREASE REALLY MOTIVATE EMPLOYEES?

To assist in providing some organizational dimension to the discussion of compensation as a motivator for employees we must apply some of the more recognized motivational theories. Understanding and applying these theories will provide the basis for our analysis and eventual reasoning as to whether money is a motivator.

We approach this analysis realizing there is no one single motivation theory that is going to provide a formula type answer. The cause for the complexity of this phenomenon is the advanced high standard of living and socioeconomic environment. Hence, to understand stimuli for employee motivation it is necessary to pool all the motivational theories to gain a total perspective.

Equity theory draws our attention to the fact that an employee considers the importance of relative levels of perceived pay on a par with their absolute levels of actual pay. If they feel someone else is receiving more pay for similar work this can result in a feeling of inequity. The equity theory avoids any mention of pay as a direct motivator for employees, though.

Herzberg in his two-factor theory suggests a distinction between job characteristics dividing them into "motivators" (which when present cause satisfaction) and "Hygienes" (which when not present cause job dissatisfaction).

Herzberg goes on to categorize monetary compensation as a hygiene since it is generally related to job context (the environment in which the job is performed) rather than a motivator which is related to job content (the nature of the work itself). Herzberg's conclusion maintains that pay is not a motivator but a hygiene, consequently if pay is satisfactory workers will not be dissatisfied. He further contends payment to workers at their expectant level will have no appreciable effect on their behavior.

Maslow's theory establishes a hierarchy of needs in individuals with physiological and more basic needs being satisfied first and the more complex self-fulfillment needs being sought last. The stimulus of motivation appears as the individual attempts to satisfy an unsatisfied need and thus achieves a higher level on his hierarchy of needs. Maslow, though not absolute would tend to associate monetary compensation with the lower order needs. Thus since in our current socioeconomic environment most individuals are already positioned high on the hierarchy of needs ladder (having satisfied physiological and security needs) the monetary compensation objective is not a motivator by Maslow's definition because it has been satisfied with these lower order needs.

From an examination of McClelland's Achievement Motivation Theory we conclude that individuals derive satisfaction from reaching goals. This feeling of successful task accomplishment is more important to a high achiever. From McClelland then we can conclude that high achievers are not motivated by money, but instead use money as a method of "keeping score" of their achievements.

To be able to effectively answer the question "does pay motivate" we must form an accumulated perspective of the phenomenon based on information and conclusions obtained from each theory. The reason for our need to remain open to a composite theory is the fact that financial rewards have multiple meanings to individuals. In addition to being the obvious means by which workers can satisfy basic needs, pay is also an indication of social status, social value, and competence. Consequently, it is possible for workers to satisfy their higher order needs with their paycheck.

A further complication is the degree to which the individual sees his lower order needs being satisfied may change as their income changes. So that while workers may have the basic needs relatively satisfied, a pay increase may increase their level of expectations regarding the lower order needs. For example, if a Ford Pinto satisfies an individual's need for transportation an increase in wages may result in using an LTD for satisfying this basic transportation need. This would be a result of higher expectations of satisfaction as well as the possibility that driving an LTD may satisfy other needs like for instance status.

Clearly, we can arrive at no simple answer with clearly defined parameters, but rather a composite generalization laden with individualistic exceptions. These individualistic variances to the rule are roughed out of the fact that every worker is different with his own set of personal values, morals, objectives, and life style. An expansion of this aspect can be provided by the theory of operant conditioning. In operant conditioning the importance the individual worker places on pay is a function of how the individual has been conditioned to react to pay as a stimulus in his previous experiences. Some workers place such great emphasis on pay because they have learned to treat pay as high priority, consequently, they are more likely to list pay as a motivator, in contrast to Herzberg's theory.

Gellerman helps shed a little more light on the subject when he indicates that in order for money to motivate, pay increases must be extremely large to create the feeling of "wealth". If a worker sees that increased effort will lead to a significant change in his standard of living, then pay can be considered a motivator.

These complications to a clear answer to pay as a motivator are further accentuated at present by the high inflationary times when it is more difficult for people to establish a definite standard of living and thus a stable hierarchy of needs because of the rapidly changing costs.

In summation, what we have concluded is that which "makes the world go round" the realization that each and everyone of us is different requiring vastly different stimuli to make us tick. But, further recognizing that motivation is a self-inflicted state which can be influenced from outside through a satisfying working environment but, its origination is solely from within.

**Carl Landgrebe, Supt.
Hinsdale Golf Club**

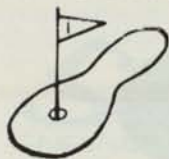
The Canadian Golf Superintendents Association's 31st Annual Canadian Turfgrass Show, March 9th to 12th, 1980, at Skyline Hotel, Toronto, Ontario, Canada. Any further information required on this conference can be obtained by contacting the CGSA office at the address below.

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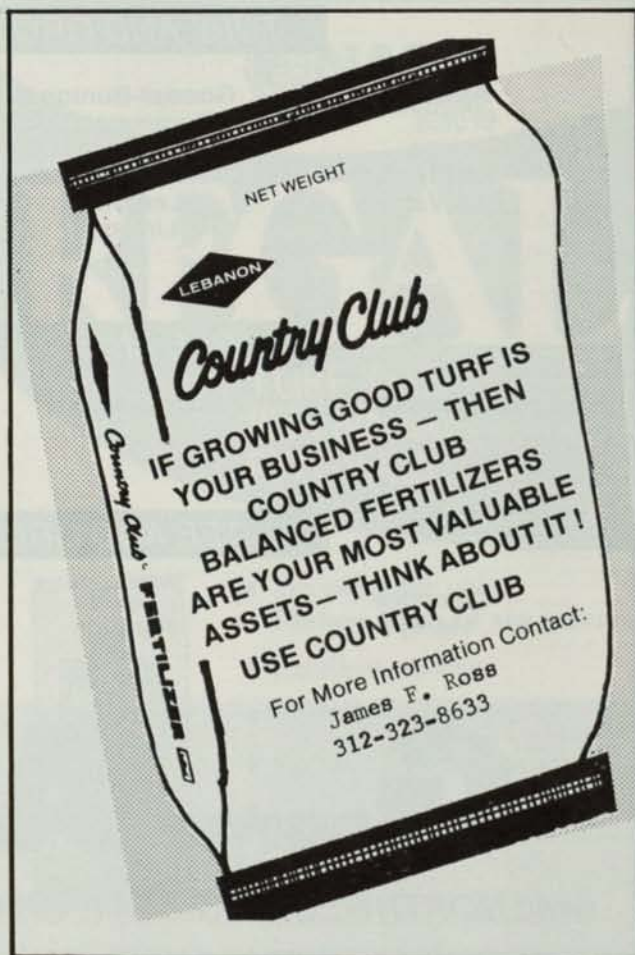
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WHO - The Chicago District Golf Foundation is actively supporting the Effluent Water Project being supervised by Dr. Albert Turgeon of the University of Illinois. We have contributed \$4000 already and are pledged to give another \$4000 before the end of summer. We are engaged in a fund drive throughout our membership for this project.

WHY - Because between 12 and 20 million gallons of recycled wastewater are being discharged daily into the Skokie River which ultimately flows into the Gulf of Mexico. That's enough water to irrigate an 18 hole golf course for the entire season and it's being thrown away. Recycled wastewater is an unlimited water source. It has already passed currently accepted EPA standards and it's a source we're paying heavy taxes to throw away. This project should prove such treated water will preserve our recreational turf and will insure an available water source when present natural supplies dwindle.

WHAT - A combined research project of the University of Illinois, the Illinois Turfgrass Foundation, the Midwest and Chicagoland Golf Course Superintendents Associations, the Chicago District Golf Foundation, the North Shore Sanitary District and Killian & Nugent to pursue an irrigation study of the effect of secondary and tertiary effluent water on test plots, ornamental shrubs and ground cover for its necessary future use on golf courses and all recreational turf.

WHEN - NOW!!! The test plots have been completed and planted. Funds are urgently needed to continue and expand this vital research. Checks should be made payable to the Illinois Turfgrass Foundation and mailed to Dr. A. J. Turgeon, 10 Horticulture Field Laboratory, Urbana, IL 61801.

We ignored warnings about an energy shortage until a crisis developed. Let's not make the same mistake with water. Send a check **TODAY**.

WHERE - In Highland Park on Clavey Road, 1/2 mile east of Edens. Whenever you would like to visit this project, please call the CDGA at (312) 920-0130 and we will arrange for someone to show you around.

Chicago District Golf Association

HOW ACCURATE IS YOUR RAIN GAUGE?

Rainfall records have been kept for thousands of years with very little difference between measurement techniques - rainfall is still collected by placing a vessel of prescribed dimensions on the ground. Since the 1800's wind has been identified as chief cause of rain gauge error. Even before then people were placing rain gauges in pits so that gauge orifices were at ground level and wind influences were eliminated. However, this presented new problems, so gauges were raised above ground and mounted with wind-shields.

Earl Neff, hydraulic engineer with the government SEA, studied rainfall data at four different locations and times throughout the Pacific Northwest to determine the most accurate way to measure rainfall.

He found that rain gauges exposed to wind catch 5 to 15 percent less rain than pit gauges and errors for individual storms range from 0 to 75 percent, depending upon the storm's wind velocity. Neff says that the error most often made in a rain gauge reading is the assumption that the gauge is completely accurate.

How much does a rain gauge gauge? Seldom as much as falls from the sky.

Charles E. [Scotty] Stewart

EVERGREEN NEEDLE LOSS HEAVY THIS FALL

Narrow-leaf Evergreens throughout the Midwest are experiencing unusually heavy needle loss this fall, according to James A. Fizzell, University of Illinois Horticulturist in Cook County.

Evergreens such as Pine, Spruce, Arborvitae are so named because of their habit of keeping their leaves (needles) through the winter. Under normal conditions, the needles are produced in the spring and live 2 or 3 years. When sufficient new growth has taken place on the tips of the branches, these older needles in the center drop off, having served their purpose of photosynthesizing carbohydrates for the tree.

The normal needle drop occurs during late spring and summer and is usually not noticed because of the density of new growth hiding it.

During the last week or so, all University Extension Offices throughout the North Central States have received a tremendous number of calls from distressed plant owners reporting browning and dropping of needles from all types of evergreens this fall.

Inspection of these plants, says Fizzell, reveals no disease or insects, but premature shedding of one and two year old needles. These needles should not drop until next summer under normal conditions.

But, continues Fizzell, weather conditions here have been anything but normal for at least the last two years. We have experienced two unusually severe winters and two droughty summers since some of these needles were produced.

Current season growth on affected plants is generally normal and healthy. The older, affected needles have been exposed to one and sometimes both of the severe seasons. Since disease or insect problems are not involved, we can assume the premature drop is a result of this stress.

Fizzell says plant owners should not be alarmed as long as the current season's growth at the tips of the branches is healthy and normal. If the new growth is weak or is turning brown, root injury or canker disease may be involved and a tree expert should be contacted.

While we don't know all the factors involved, the stress on evergreens can be reduced by making sure they go into winter well watered. In exposed situations, screening to protect the plants from winter sun and winds may be helpful, Fizzell concludes.

James A. Fizzell

A POINT OF INTEREST

When a pipe line is doubled in diameter its water carrying capacity is increased, not four times as is often thought, but actually 5.70 times; however when a wire size is doubled in diameter its electrical carrying capacity is only increased two times, this is of course due to the fact that the electrical current does not flow through the core of the wire; instead it flows on the surface, or near the surface, of the conductor.

Charles E. [Scotty] Stewart

Dear David,

My special thanks to the Midwest Association for your continued recognition of me through an honorary membership. It's good to know that our research and education does help people; yet we realize there is a limit to what one organization can do.

We are pleased to have people come to our Midwest Field Day, September 24; to our Midwest Turf Conference, March 3-5, 1980, or the Chemicals For Turf Use program, October 29-November 2.

W. H. Daniel, Turf Specialist



The Midwest Association of Golf Course Superintendents Annual Golf Tournament being held on **Tuesday, September 4th, 1979** at --- **Crystal Lake Country Club, Crystal Lake, Illinois**. Our host superintendent, **Jack Hansen**, says the best way to get to Crystal Lake Country Club is ... Take Route 14 northwest. After you pass Highway 31 (Intersection of Rte. 14 & 31) you will see a K Mart on the right side of the road (approximately 1 mile after Highway 31). Continue on until you come to the 5th stop light after K Mart, this should be Dole Avenue. Take a left on Dole Ave., which has several forks until you come to Riverside Drive. Go left on Riverside Drive about 3 blocks to the Club House.

This year the Annual Golf Tournament is held the day after Labor Day - it was felt that a complete big weekend of fun should be highlighted with a golf tournament before getting into the full swing of fall maintenance. This will be our last really big fling and to round out a fun day - Chicago-Toro is furnishing hot & cold hors d'oeuvres; Turf Products and Illinois Lawn Equipment will have refreshments on the course; and Lake Shore Equipment will donate \$100.00 in prize money.

Golf tee times will be from 10:00 a.m. to 2:00 p.m. — carts available.

The Club House will be closed this day and the tennis and pool facilities will be available.

There will be a char-broiled lunch on the patio with bar starting at 11:00 a.m. Dinner will be a combination of duck and filet and priced around \$15.00 per person.

This is our special day — therefore "Members Only".

THE POSSIBLE DISASTER OF OVERWATERING TEES

Overwatering tees not only can hurt your turf but might possibly injure and seriously disable you also. A good case in point is friend Bruce Burchfield who recently stepped on one of his overwatered tees (according to him) slipped and knocked one of his back discs out. Bruce spent two weeks in the hospital and sad to say is now out for the golf season. Please give our Penn State fellow superintendent a sympathy call to see how his grass on the tees is doing — and oh yeah, his back also!!

Paul N. Voykin

P.S. - Our sympathy also to Bruce's new bride.

Dear Bob,

I want to thank you and the other members of the Board of Directors of the Midwest Golf Course Superintendents Assoc. for again extending to me an honorary membership in the Association. I do appreciate receiving this honor, and do wish that I could attend some of the Midwest meetings. However, both time and distance prohibit that. If I ever have the opportunity I will certainly drop in for a meeting. I certainly miss visiting with some of the "old timers" in the Midwest.

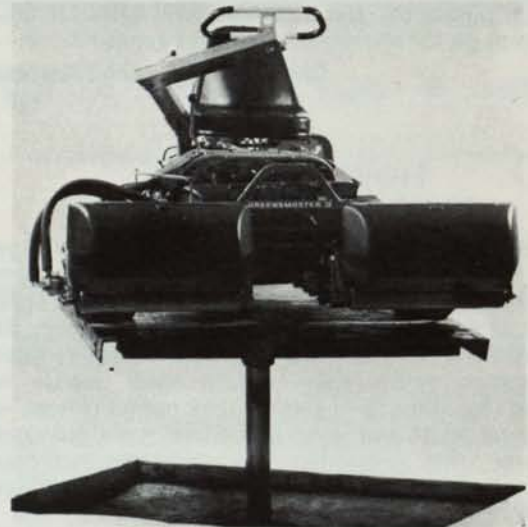
Bob, I enjoy reading your President's messages in the **Bull Sheet**. I often wonder how someone so young can have such insight. Regardless, your thinking seems to be similar to mine, and between us I can only wonder why we have not completely revolutionized the turfgrass industry. We can only keep trying.

I am looking forward to visiting with you again. Would you please extend my thanks to those responsible for my receiving the honorary membership.

Jack D. Butler, Professor
Department of Horticulture

The Illinois Turfgrass Golf Day will be held at Indian Lakes C.C. on September 17, 1979. Golf, dinner, lunch, cart, locker and prizes all for \$35.00 each. Tickets can be purchased from **Carl Hoppfan, Mike Bavier, Dave Meyer, Albie Staudt, Jim Reed, John Lebedevs** or **Ken Quandt**. This is a worthy event so please make every effort to attend.

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