

## Briefs



## GOLF COURSE BIBLIOGRAPHY

BOULDER, Colo. — The Business Research Division at the University of Colorado is compiling a "Bibliography of Golf Studies."

Its purpose is to provide a ready source of research references on the business aspects to golf.

It would identify golf information sources by describing studies available on the industry, operations, characteristics of golfers, economic impact of golf, financial performances of golf courses, and the future of the industry and associations.

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## GOOD NEWS FOR PINE TREES

LONGWOOD, Fla. — Dr. Roger Webb believes the pine tree decline in Florida soon may be reversed. The tree pathologist spoke at the recent meeting of the Florida Turf Grass Association at Interlachen Country Club.

Dr. Webb's research indicates that the decline is due to a reduction in soil acidity resulting from the use of groundwater high in calcium and magnesium.

His program calls for direct injection of fungicides and micronutrients into the vascular system of the affected tree. The process is expensive, but has shown great promise, he said.

## GROUNDS TRAINING AVAILABLE

A training manual, videotape and employee handbook comprise the new right-to-know training program that is now available from the Professional Grounds Management Society.

Occupational Safety and Health Association laws mandate that employers compile and maintain information concerning chemicals and hazardous materials in the workplace and to train employees accordingly.

PGMS's training program, available to members and non-members, can be bought in various packages costing from \$10 to \$295.

## JOEL JACKSON AT DISNEY WORLD

Joel Jackson has accepted a position with Walt Disney World in Lake Buena Vista. Jackson will supervise the grow-in of the two new Disney courses.

Bobby Perez has been promoted to golf course superintendent at Isleworth Country Club in Windermere.

## GOVERNOR'S LAND NABS HILTON

WILLIAMSBURG, Va. — John David Hilton has been named golf course superintendent for The Governor's Land at Two Rivers.

Hilton will oversee construction and opening of the 18-hole golf course designed by architect Tom Fazio.

Hilton previously was course superintendent at the Port America Golf & Country Club in Fort Washington, Md. He also was superintendent at Prestonwood Country Club in Cary, N.C.; Tuckahoe Creek Course at Country Club of Virginia in Richmond; Beau Rivage Golf Course and Cape Fear Country Club, both of Wilmington, N.C., and Cobb's Glenn Golf Course in Anderson, S.C.

## Oil leak detector: From Napa to world

By Mark Leslie

Don Martinez imagined his homemade invention might see the light of day outside Silverado Country Club in Napa, Calif., where he was mechanic and assistant superintendent. But did he believe it would be standard equipment on machines from the United States to Europe?

Now, thanks to Bob Holland of B.H. Sales in Santa Rosa, Calif., Martinez' hydraulic oil-leak detection device is part of all new Toro Co. 3100 Series triplex mowers, and it is available to be adapted to mowers already in the field.

The result could save golf course crews from "disasters," superintendents say.

Frank Albino, superintendent at Lafayette Country Club in Jamesville, N.Y., said if the unit stops one leak it will pay for itself. He wishes he had had it on one of his triplex mowers last fall when a hose sprung a leak and, by the time the operator noticed it, 2,000 square feet of bentgrass was destroyed on one green.

"It can be a big disaster," said Albino, who resodded the green. "You put a green out of commission, have to repair it and get it back to the shape it was in. It can take a long time."

"I've seen entire fairways striped up and down with oil," he said. "What you would do in that case depends on what type of fairway you have. Some guys might resod. Others might go in with a total renovation."

"There are all types of products out to minimize the damage somewhat. But once that hot oil hits the grass there's not much you can do."

Sohan Singh, superintendent at Diablo Valley Country Club in San Ramon, Calif., said the same day he installed the Sentinel on a mower he became thankful. The mower

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## 'Oldie-but-goodie' owner rewarded with new Truckster

LAS VEGAS, Nev. — Ernest White of Wading River Golf Course in Norton, Mass., won the Cushman Oldest-Turf Truckster contest.

He received a new Cushman turf-truckster, \$500, an Olympus 330 Superzoom Camera and a return trip to Las Vegas at the recent International Golf Course Conference and Show.

White has cared lovingly for that prized vehicle since he first walked on the newly seeded Wading River course in 1966 as the green-grass superintendent. The truckster was among used machinery bought and dumped on the fourth green.

The truckster had been badly abused in the two years since it had come off the assembly line. White adjusted the timing, changed the oil and filters, replaced a couple of bushings and put in a new pressure plate for the clutch.

The result was a machine not fancy-looking but one that kept running, and running, and running.

Karan Laushway, Wading River manager and daughter of owner Jimmy, said: "It's a good thing Ernest loves to tinker. My dad won't buy anything new. All Ernest ever asks for is parts."



Jim Laushway sits in for Wading River GC colleague Ernest White, flanked by Cushman President Stuart Rafos, right, and Cushman Director of Marketing Dan Hedglin.

## Japan or U.S., communications the key

By Peter Blais

Just as in the United States, communication is the biggest problem facing a superintendent working in Japan, according to an American-born superintendent plying his trade in the Far East.

Anytime a superintendent gives instruction to a staff member, even if the two speak the same language, those instructions can be interpreted differently than the superintendent intended, said John Baranski. Baranski is head superintendent at Horai Country Club in Tochigi-Ken, Japan, and spoke at February's GCSAA International Golf Course Conference and Show in Las Vegas.

The communication problem is compounded in Baranski's case since his assistant, who translates his instructions to the Japanese maintenance crew, only understands about 10 percent of what his boss says.

"To compensate for the language gap, I do more hands-on work myself," said Baranski. "I take a worker by the hand and show him what I want done. Most importantly, once I give instruction, I follow through to see that it is done correctly."

More and more U.S. superintendents are being attracted abroad by the large salaries and challenges available overseas. Those

interested in working in the Far East, Europe or South America should contact a golf course architectural firm involved in those areas, Baranski advised.

"There are at least a half-dozen architectural firms doing business in Japan, for instance," he said. "Many times the Japanese won't even look at you unless you go that route."

Japanese golfers are somewhat different than their U.S. counterparts, Baranski said. First, Japanese golfers rarely live near where they play. That's because golf courses in the land-short nation tend to be built on acreage unsuitable for commercial or agricultural use. That leaves marginal, mountainous land far from metropolitan areas. The nearest member of Baranski's club lives 100 miles away.

Most courses are private. However, members play just 20 to 25 percent of the rounds. Guests provide the bulk of a club's business.

A hotel-like reception area is often located just inside the clubhouse door. Guests receive a numbered locker key and charge everything to that number.

"They pay at the end of the day," Baranski said. "That's a lot different than in the United States where you pay up front."

Pro shops are smaller than in the United States. They carry little more than balls and

beverages because golf courses don't believe they can compete with retail outlets for equipment sales, Baranski said.

Golfers generally walk and use caddies. Tee times are reserved three months in advance and golfers play regardless of weather.

"When you have to make a tee time that far in advance, the last thing you worry about is the weather," Baranski said. "We had a typhoon drop 12 inches of rain on the course and we never closed."

Golf is an all-day event in Japan. Golfers play nine holes, take 40 to 60 minutes for lunch, then finish their round.

"That allows them to send players off the front and back nines. If play behind them is slow, the first golfers off the tee can take an hour for lunch. If it's fast they get 40 minutes and the course can accommodate more players," the transplanted American said.

When they finish, golfers generally take a shower followed by a leisurely hot bath and a couple of beers before making the 2-1/2- to three-hour drive back home.

Many courses, particularly the older ones, have two greens per hole. One is planted in zoysia grass for summer play. The other is bentgrass for winter months. Instead of

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## Communications crucial on Japan courses

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overseeding, they simply close the zoysia and open the bentgrass green when the cold descends.

Fairways are generally zoysia and rarely overseeded. That eliminates the need for fall verti-cutting and reduces clippings. With landfill space at a premium, clipping removal is strongly discouraged, Baranski said.

Maintenance facilities are generally larger than in the United States. Office areas alone often have more square footage than entire U.S. maintenance sheds.

Japanese managers rarely have private offices, instead working in the same room with their employees. "The head guy sits at the back," Baranski explained. "The 10 guys under him sit directly in front of him. There are 10 more desks in front of them, and then 10 more and 10 more and so on.

"There are no partitions so everyone can see what everyone else is doing. If you need to talk to someone, you can walk over to his desk and solve the problem right away. It's real easy to get work done in that system."

While Baranski likes some aspects of the Japanese work system, he dislikes others. For instance, every Japanese maintenance crew member has his own desk and keeps daily records of his activities.

"I think it's a waste of time," he said. "But that's what the owner and management have requested. I try to keep their paperwork to a minimum. But they still spend 30 to 45 minutes a day recording the work they've done."

Superintendents are called "keepers" in Japan. No formal educational programs exist. But keepers read a great deal. Thirty to 40 golf publications deal with course maintenance. They are made available not only to superintendents, but also managers, directors and club members so they can become better informed.

The general manager rather than the keeper makes management decisions. The general manager hires and fires employees. Firing is infrequent. Even the least productive 18-year-old is likely to stay with the same company for life.

Compare that to the United States where a superintendent can go through 30 or more 18-year-olds before finding one with the desire and potential who justifies spending extra time and money in training, Baranski said.

"My time in Japan has changed my ideas about how to deal with employees," Baranski said. "I have to find some value in everyone who works for me because I can't get rid of them. In the past I may not have wanted to take the time to find value in an employee. In Japan, they make you take the time."

The team concept is strong in Japan, Baranski said. Older crew members take younger ones under their wings and train them.

"Some things they teach are good

and some not so good," Baranski said. "For example, when I first got there the acting keeper mixed chemicals by hand — no gloves, no mask. He just poured the mix into the spray tank. At last I got him to wear gloves, anyway."

The Japanese government severely restricts chemical use, but not necessarily in what Baranski considers the safest manner. The prefecture in which his course is located limits use to 2,000 kilograms of chemicals per year. But it doesn't restrict the type of chemicals nor is it concerned with active ingredients,

he added. Weight is the important thing.

"It forces people to use higher concentrations," Baranski said. "You wouldn't use a 5-percent granular product because it uses too much of your weight limit. You'd use a concentrate instead. The result could be a much bigger problem if there is a spill or some type of accident."

Finally, the Japanese use more hand labor than do Americans. For example, walking greens mowers are used far more in Japan than the United States, Baranski concluded.

## Many appointments reported in west Texas

SNYDER, Texas — The West Texas Golf Course Superintendents Association has announced several appointments in the region.

New golf superintendent appointments in west Texas include: Lanny Ivy, Anson GC; Robert Crockett, Canadian CC; Terry Smith, Childress CC; Al Ramsey, Clarendon CC; Charles Pack, Knox City CC; Bryan Daniels, Lakeridge CC, Lubbock; Richard Piper, Paducah CC; Gary Cudney, Pampa CC; Sonny Taylor, Pecos County

Municipal, Fort Stockton; Brad Fluitt, Brentwood CC, San Angelo; Mark Hamersley, Sundown GC; Roger Ray, Tule Lake CC, Tulia; and James Hubbard, Winters CC.

Derwin Price, Fairway Oaks CC, Abilene, and John Haun, Palo Duro GC, Canyon, were appointed assistant superintendents.

Appointed pro/managers were Paul Barlett, Canyon CC; Danny Riddle, Floydada Country, and Eddie Baker, Southwest GC, Amarillo.

