

BRIEFS



STEVINSON RANCH A SIGNATURE TRACK

STEVINSON, Calif. — Stevinson Ranch's Savannah course has achieved Audubon Signature status, as bestowed by Audubon International, and was presented this honor at a ceremony held Nov. 3. Stevinson Ranch was the first golf course outside of Florida and one of only four golf courses in the nation to receive Audubon Signature status. During the building of the Savannah Course, 100 acres of wetlands were restored and an unprecedented 120 new acres of wetlands were created.

FTGA ELECTS BATES

TAMPA, Fla. — The Florida Turfgrass Association (FTGA) has elected Roy Bates president of its more than 1,200-member organization. Bates is superintendent at Imperial Golf Club in Naples, where he supervises 32 people at the 36-hole facility. In the past few years, six of his assistants have become superintendents

A member of the FTGA since 1981, Bates has held a position on the FTGA's board of directors since 1988, serving as vice president in 1995-96.

HAHN SUCCEEDS FEINDT

ROCHESTER, N.Y. — The retirement of Bob Feindt from Country Club of Rochester (see story page 16) has brought a shakeup at other clubs as well. Joe Hahn, a staple for 14 years at



Joe Hahn

Oak Hill Country Club in Fairport, succeeded Feindt when Feindt retired on Dec. 31, and John Gasper of Ridgewood Country Club in Paramus, N.J., is replacing

Hahn. Hahn served as a director of the Golf Course Superintendents Association of America for a term beginning in 1992 and has served on several of its committees.

IGM CITES MARSHALL

MERRITT ISLAND, Fla. — Bob Marshall, superintendent at The Savannahs golf course here, has earned a Total Quality Management (TQM) award from International Golf Management (IGM) for the overall quality of the Brevard County-owned golf course. Before coming to the county-owned golf course a year ago, Marshall served four months as superintendent at Palm-Aire Spa & Racquet Resort in Pompano Beach.

Empowerment proves effective on grounds crews

By MARK LESLIE

LINCOLNSHIRE, Ill. — Autonomy and empowerment are the operative words in assembling the most effective employees, according to Pebble Beach Co. Vice President Ted Horton.

Horton was one of several national figures offering succinct and deliberate advice to superintendents and other golf course managers at Public Golf Forum here in October.

Pebble Beach received a federal grant to develop a training program for its 1,000-plus employees. Drawing from that

study, Horton has implemented a plan encompassing partially to fully empowered teams of workers, "town meetings," comprehensive training for managers and crews alike, and using managers as trainers, among other measures. All of this to "master peak performance."

"We're talking about autonomy and empowerment," he said. "I have several teams that are fully empowered. It frees me to work with teams not yet fully empowered and to concentrate more on day-to-day business."

Horton urged managers to create a

standard, then lean on or improve upon that standard. He recommended that the superintendent, after hours, walk his crew to training on the course — for instance, to a putting green where he can discuss what he wants and how to accomplish it.

"Give freedom to your best employees to do the job right," he said. "Coach and direct, but give them freedom and get out of the way."

The heart of the Pebble Beach system? "Feedback: The Breakfast of Communi-

Continued on page 24

OTF takes leap of faith into future

By MARK LESLIE

COLUMBUS, Ohio — The new president of the Ohio Turfgrass Foundation (OTF), who at one time oversaw all six City of Dayton golf courses, intends to



Hank Chafin

lead the organization through the initial steps of its new strategic long-range plan calling for "major changes in how we function."

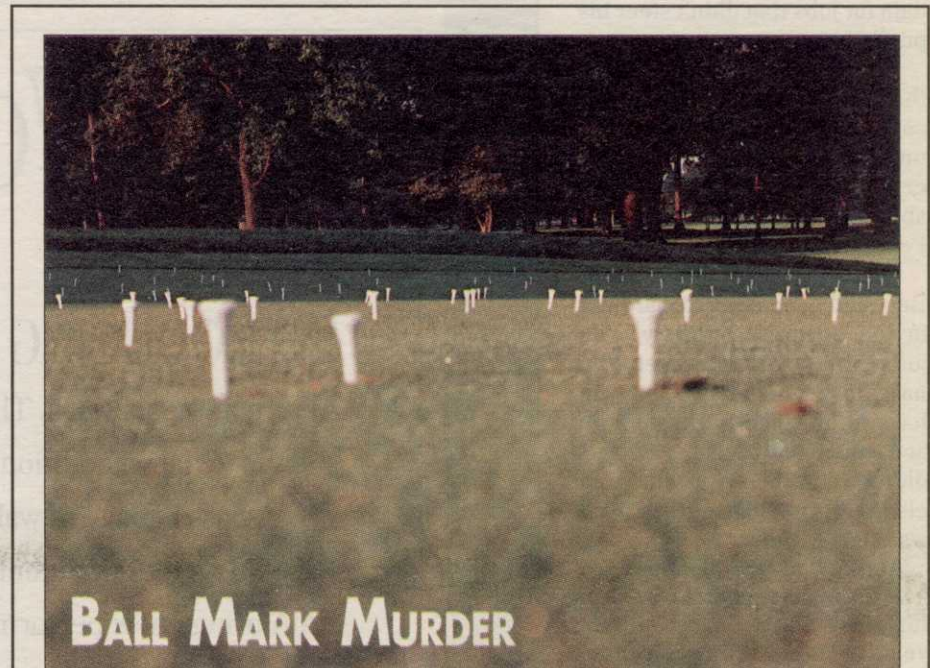
"I devoted a lot of time to OTF in 1996 and will do whatever is necessary this year," said Hank Chafin of Dayton, who stepped into the presidency at the OTF Conference and Show here in December. The board of directors adopted the strategic plan in November.

An accomplished golfer, Chafin has been in the industry 33 years, including 1988-93 as general superintendent over the six Dayton municipal facilities. He was superintendent at Dayton's Community Golf Course, Madden Golf Course and then Kittyhawk Golf Center from 1975 until his promotion in 1988.

Now a full-time minister and agronomic consultant, he said: "I'm planning to be on call whenever there is anything to be done. I'll be driving to Columbus a couple times a week, speaking at various functions, and appearing before state legislative committees on various environmental and golf-related issues."

First on the plate of the long-range plan is setting up a full-time staff, including an executive director, to implement the strat-

Continued on page 19



BALL MARK MURDER

A plethora of tees (634 in all) spot unrepaired ball marks on a North Shore CC green.

Shamed golfers repent — for now

GLENVIEW, Ill. — When the number of unrepaired or ill-repaired ball marks on the putting greens became abominable, North Shore Country Club superintendent Dan Dinelli took an action that paid dividends — for the course, golfers and grounds crew alike.

At one of the greens, Dinelli placed a golf tee in every visible ball mark (634 tees on a 6,300-square-foot green). There were so many tees that it was difficult to putt from one part of the green to another. Dinelli then enlarged a photograph of the hole to poster size, framed and hung in the

clubhouse next to a U.S. Golf Association poster about ball marks.

Seeing the damage on one green struck home with members of this private club, convincing them to repair their ball marks.

The USGA poster said: "A fresh ball mark repaired by a player takes only five seconds. A freshly repaired ball mark will completely heal in 24 hours. A fresh ball mark left unrepaired for only one hour requires 15 days time before the ugly scar has satisfactorily healed. Please repair all ball marks and divots."

"We went spikeless this year and it was a big success. The only problems on the greens now are these ball marks," Dinelli said.

The poster "worked," he said, "at least for awhile."

Riordan: Buffalograsses more accepted, making greater contributions

Terry Riordan is a professor at the University of Nebraska and a leading expert on buffalograss, a native turf that has received considerable attention because of its drought resistance and slow-growing nature. Beginning with a \$4,000 grant back in 1984, the university turfgrass science team has received approximately \$500,000 in United States Golf Association Green Section research funding for buffalograss. Riordan received his doctorate in turfgrass plant breeding from Purdue University, worked eight years as an O.M. Scott researcher, and has taught at the University of Nebraska for the past 18 years.

Golf Course News: How has the acceptance of buffalograss as a golf course turf progressed in recent years?



Dr. Terry Riordan

Terry Riordan: A little slower than I thought it would. Total annual sales from turf farms and seed producers are running between \$1.5 to \$1.7 million. That's not insignificant, but not quite what I expected.

GCN: Who has been the major supplier?

TR: Crenshaw & Doguet Turfgrass [of Austin, Texas] by far. I thought sales by other suppliers in Arizona, California and Colorado would have been stronger. But they haven't.

GCN: Why not?

TR: The industry just isn't ready for it. The water crisis hasn't gotten severe enough, except in places like Austin and San Antonio.

Homeowners in Austin can get a \$250 rebate from

Continued on page 25

OTF's Chafin hopeful

Continued from page 15

gies. That task, Chafin hopes, will be completed in 1998.

The long-range plan—a working document that will be updated and changed as the OTF nears its goals—outlines the organization's vision:

- earning international recognition for the results of turfgrass research it sponsors through Ohio State University;
- conducting and supporting a world-class edu-

cational program to prepare turfgrass managers in all specialties; this would entail lining up speakers from abroad;

- providing more than \$500,000 annually toward research and scholarships, including monies earned by its endowment; OTF now gives around \$150,000 to \$200,000 a year.

- featuring a trade show with 1,000 booth spaces and 10,000 attendees.

The vision, Chafin said, is a tall order that will take years to accomplish. But he fully expects great strides to be taken this year toward those goals.

Pebble Beach ready for study

Continued from previous page

specifications, with layers of sand and gravel.

A second test green would be a pure sand-based "California" green similar to those at courses like Spyglass and Spanish Bay. The third would duplicate "push-up" style greens that mimic those at Cy-

press Point, Monterey and Pebble Beach.

The turf selection would vary on the greens and plots. Mahady said the project would use four different creeping bentgrass selections, one annual bluegrass similar to what Peninsula courses now use, and three new annual bluegrass strains developed by University of Minnesota Professor Don White.

White would be one of the project's co-leaders. The other would be Tom Cook of Oregon State University.

Another obvious variable would be the water used to irrigate test areas—effluent or reclaimed water vs. potable water. But as of press time, it was unclear what role water would play in the project.

Mahady said project organizers aren't sure they can rely on a constant, predictable supply of effluent over a 4- to 5-year period. If they can't, he said, the project will have to be re-vised.

"Some form of the trial will continue—exactly what all the final variables will be have to be decided," said Mahady, who added that helpful information could be gleaned from the study within a year or two; other information could take as long as five or more years.

Mahady, Horton and others involved with developing the research proposal hope to get answers from potential funding sources in time to start work after Pebble Beach hosts the AT&T Pebble Beach Pro-Am in early February.

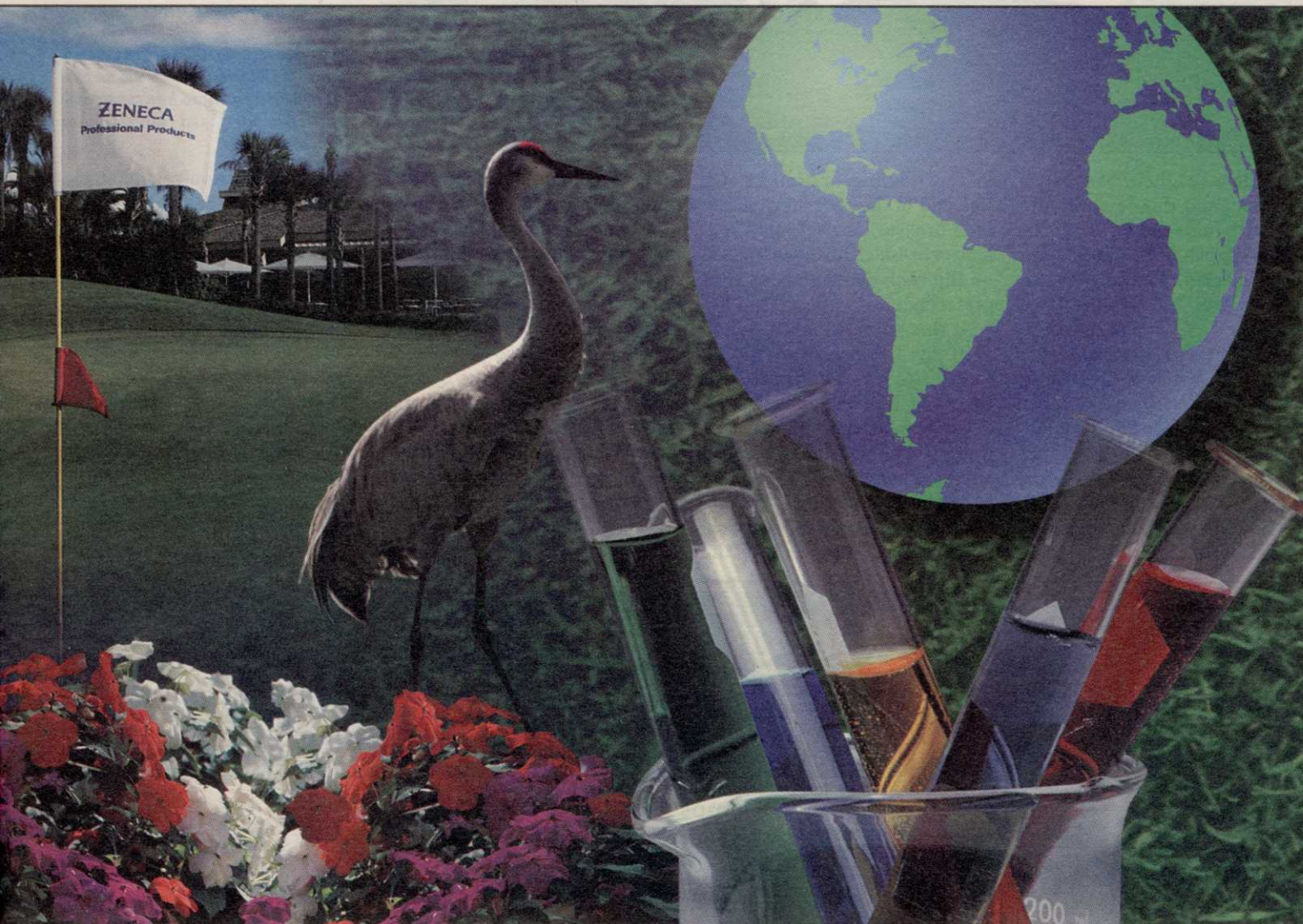
Each individual golf course and the Pebble Beach Co. is also expected to contribute funding.

"This is research that could and would be very valuable in the future across the country as more and more courses go in this direction [toward reclaimed water]," said Horton. "The more we learn the better it will be."

Horton said he and the Monterey superintendents are committed to finding workable solutions for using reclaimed water, especially in the face of shrinking potable sources and ongoing public pressure for environmentally friendly maintenance practices.

"There are challenges that we face but this project is very successful," Horton said. "We know we have a great water system."

"We have the drought years behind us. But we know we have to use it [the reclaimed water] better. Our objective is to use 100 percent reclaimed water."



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