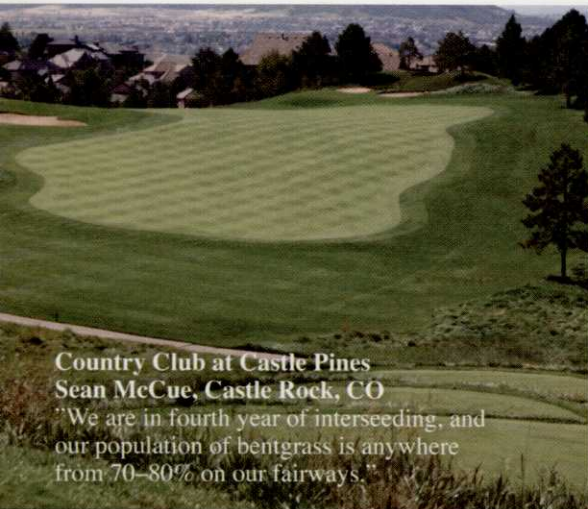


TEE 2 GREEN

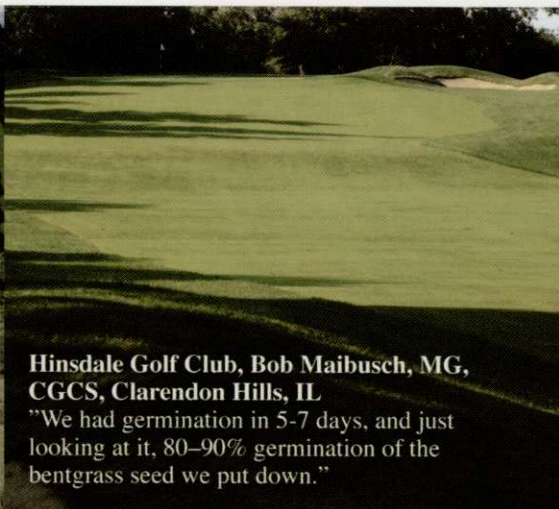
“Interseeding works for us”

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Country Club at Castle Pines
Sean McCue, Castle Rock, CO

“We are in fourth year of interseeding, and our population of bentgrass is anywhere from 70–80% on our fairways.”



Hinsdale Golf Club, Bob Maibusch, MG,
CGCS, Clarendon Hills, IL

“We had germination in 5-7 days, and just looking at it, 80–90% germination of the bentgrass seed we put down.”



Stone Creek Golf Club
David Phipps, Oregon City, OR

“I’ve been doing it for two years now, and I’ve seen an overall improvement of appearance, vigor, and turf quality and texture in all my greens.”

“I WILL CONTINUE TO **INTERSEED** TO KEEP GETTING ADDITIONAL POPULATIONS OF **BENTGRASS** OUT THERE AND TO HELP ME **COMPETE AGAINST THE POA ANNUA** POPULATIONS IN OUR FAIRWAYS”

Sean McCue, Country Club at Castle Pines, Castle Rock, CO

These superintendents, from both private clubs and public golf courses across the country, say that interseeding with the advanced bentgrasses from Tee-2-Green is a highly effective method for improving turf.

The interseeding process is simple: After you aerify, put down one of the aggressive Penn bents from Tee-2-Green, such as the Penn A’s & G’s, Seaside II, PennLinks II, or Penneagle II. Over time, as you slowly build up your seed bank, the aggressive Penn bentgrasses will grow and spread to become

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“I’VE SEEN AN **OVERALL IMPROVEMENT OF APPEARANCE**”

David Phipps, Stone Creek Golf Club, Oregon City, OR

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Cover Photo: Jacob Chinn

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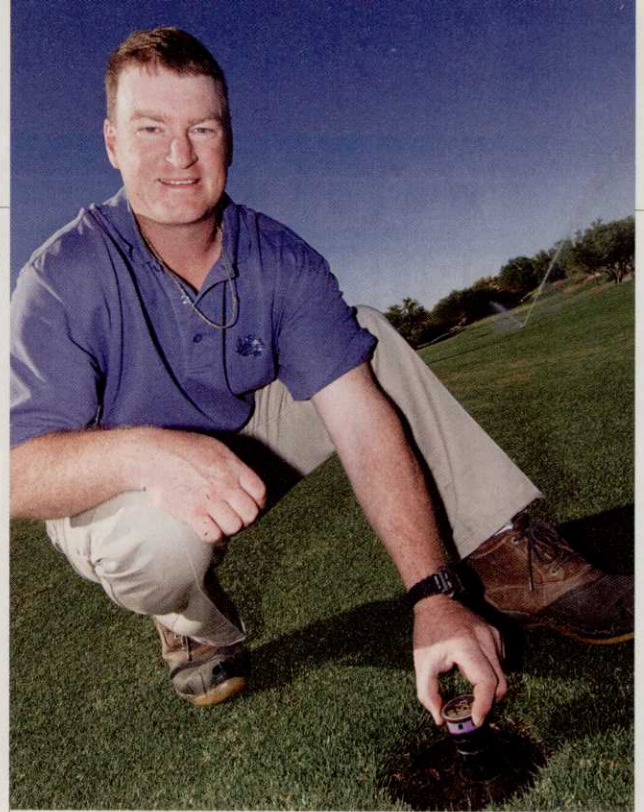
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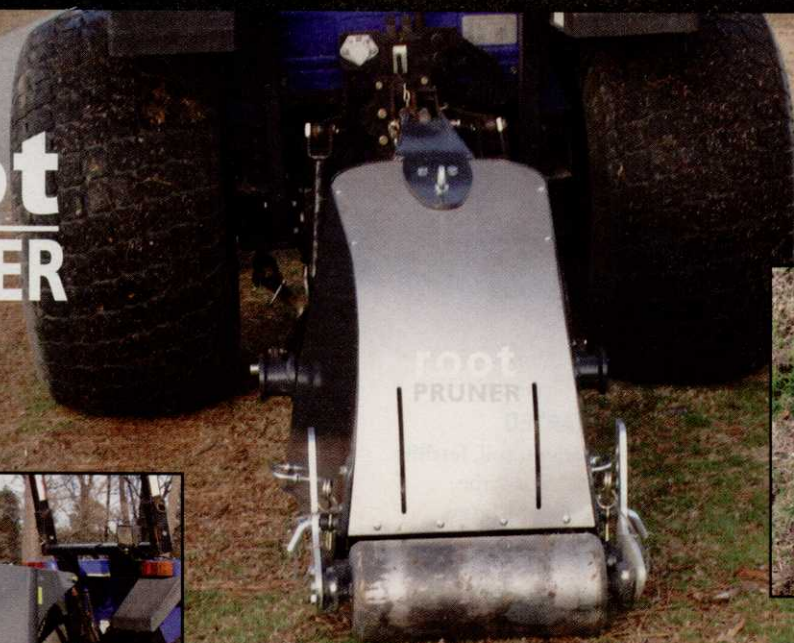
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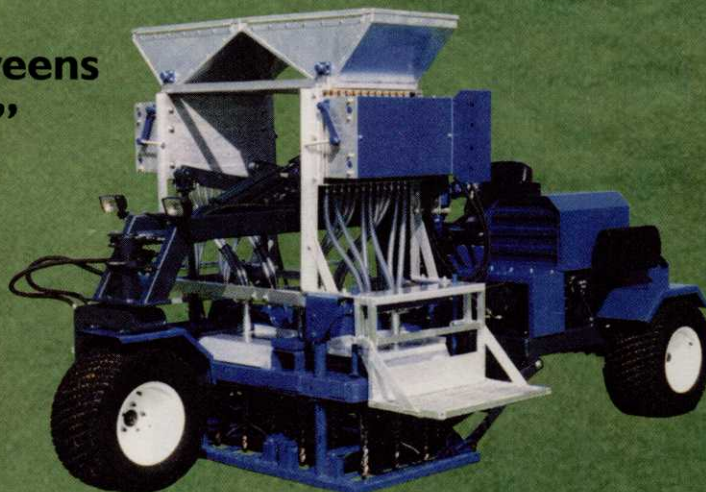
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DRIVEN TO CHANGE

Less than desirable conditions led to an upgrade that lets members at Northmoor Country Club in Illinois make the most of the course's practice facility.

MORE THAN ONE WAY

There are numerous ways to maintain bunkers, but factors such as budgets, green committees and memberships determine how superintendents maintain them.

ONLINE POLL: TOPDRESSING FAIRWAYS

As a golf course superintendent, do you topdress your fairways? Visit the GCI home page to vote in this online poll.

DIGITAL LIBRARY

For the first time, you can view last year's digital issues of Golf Course Industry any time you want on DVD. The digital library contains all the 2006 issues on one disc. The DVD is available at the online bookstore – www.golfcourseindustry.com/store.

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EDITORIAL MISSION STATEMENT:

Golf Course Industry reports on and analyzes the business of maintaining golf courses, as well as the broader business of golf course management. This includes three main areas: agronomy, business management and career development as it relates to golf course superintendents and those managers responsible for maintaining a golf course as an important asset. Golf Course Industry shows superintendents what's possible, helps them understand why it's important and tells them how to take the next step.





John Walsh
Editor

TIME ON THE BEACH

Whining about bunker quality is a time-honored tradition. Many golf course superintendents say they deal with more complaints about bunkers than anything else, including putting greens. That's because bunkers are hazards, and golfers don't like to be in areas where they don't have control of what happens next.

The real bunker issue isn't pleasing all golfers, which can't be done anyway; instead, it's determining how hazardous bunkers should be. Money, equipment, weather and golfers' skills effect bunkers' degree of difficulty. Superintendents should take the lead on the issue by sitting down with owners and green chairmen to establish bunker standards. Setting standards can reduce complaints and keep more golfers happy. Check out the list of eight bunker questions on page 30, and use them as a guide to help determine bunker standards at your facility.

Golfers need to realize the financial limitations of bunkers, and superintendents should explain this to them. Money usually can solve any bunker-maintenance issue, but for most, there's not enough of it to be the answer. Understanding various bunker designs and purposes, and golfers themselves, are the keys to eliminating confusion about bunker maintenance. All those involved should know bunker-maintenance intensity and cost increase proportionally as a bunker shot's degree of difficulty decreases.

Superintendents should educate club members about bunkers and explain that they can't take all the hazardous elements out of bunkers, but they don't have to go to the extreme of telling them not to hit balls in the bunkers in the first place.

One can't discuss bunkers without talking about consistency. It's the goal of well-maintained bunkers. There are many bunker elements superintendents should check to improve consistency: packing and smoothing methods, raking and grooming methods, edging, drainage, liners, sand depth, moisture content and furrows or lack thereof. For example, once a month, superintendents can make sure depth is consistent, which usually involves hand-raking. Also, they can experiment with different rake attachments to meet golfers' needs, but let golfers know that no rake attachment will produce the same pattern because of different moisture levels in the bunkers and the natural elements that prevent bunkers from being the same.

Some superintendents recommend sampling and testing sand every two years to stay ahead of any developing problems such as silt. Sand should be checked for infiltration rate, calcareousness, color (which isn't important agronomically), particle size and penetrometer value. Everything considered, playing quality is paramount.

Skill level also perpetuates the perception of bunker inconsistency. Low-handicap golfers are driving bunkers' smooth conditions because they tend to see a tight lie and consistency, and high-handicap players tend to fear a tight lie because they think they're going to screw up the shot. High-handicap players usually don't care about bunker conditions because they tend to fear the shot no matter what.

The bottom line is that golf isn't fair. Donald Ross once said there's no such thing as a misplaced bunker and it's the job of the golfer not to hit it there. That's not quite the message superintendents want to give golfers – even though many of them would like to – but the more superintendents spearhead the bunker discussion, the better off they'll be.

John Walsh

We would like to hear from you. Please post any comments you have about this column on our message board, which is at www.golfcourseindustry.com/messageboard.



GOLF COURSE INDUSTRY

Serving the Business of Golf Course Management

Vol. 19 No. 5

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Golf Course Industry is published 10 times per year by GIE Media, Inc., which also publishes: *Lawn & Landscape*, *Commercial Dealer*, *Interior Landscape Business*, *Snow Magazine*, *Pest Control Technology* and *Recycling Today* magazines. GIE Media is a leader in custom publishing, book publishing, database marketing, conferences and special events.

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Consistent results? ✓

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Environmental practices

Although I agree with most of what John Walsh said about superintendents in general (The greener side of golf," March issue, page 6), he's singing to the choir. He has to look harder at the executive boards, general managers and committees of private golf courses who don't believe it's worth the effort to adhere to an environmentally sound program no matter how strong the superintendent is.

Until the "everything has to be manicured and sterile" mentality stops, there will be little change at many clubs. In the South, snowbirds hold most courses to a resort mentality during the winter and don't take ownership of their equity and responsibility.

At first, most superintendents are excited to be involved in environmental programs, but when you're beat down as ridiculous or even threatened with your job for trying to implement the proper strategies, it becomes a matter of your own survival. There are exceptions to the rule, but as a whole, it could be tremendously better, so don't hold everything over the superintendent's head. Get your choir robe and head to the board meetings and let them hear you hit that "high C." We've strained our voices too much already, and we need the help.

Joseph Hubbard, CGCS
 Director of golf maintenance
 Broken Sound Club
 Boca Raton, Fla.

Regarding John Walsh's editorial in the March issue ("The greener side of golf," page 6), it always has seemed like golf course superintendents were the driving force behind environmental stewardship. When the South Florida Golf Course Superintendents Association's board of directors were deciding how to best use its proceeds from the First South Florida Turfgrass Exposition 20 years ago, they unanimously decided to concentrate on environmental research. This decision was firmly endorsed by the membership, the Florida Turfgrass Association and the University of Florida.

I've visited more than 400 golf courses while I was a sales manager for an equipment company, and I didn't see one example of superintendents who simply didn't care or were too lazy to concern themselves with envi-

ronmental stewardship. Superintendents were trying to establish relationships with county and state environmental resource regulators and regional water use regulators. Innovative superintendents devised mix/load areas and wash areas that cost their owners next to nothing and ensured that soils and ground water didn't become contaminated. Devoted professionals were unsung heroes and easy targets for people who think they know something about turfgrass and the golf business because they have a yard. It was Don Shula who said, "How would you like to have a job where everyone thinks they know your business and you get fired after one bad season."

There's a considerable percentage of superintendents representing the current Florida leadership who feel the editorial is accurate, even motivating. Initially, I was dumbfounded by this because we had firmly taken the leadership role for many years. Their response is a tribute to the determination of superintendents who love the outdoors and the environment. Superintendents have made the biggest difference at golf facilities in the past and will continue to do so into the future.

Scott Wahlin, CGCS
 Golf maintenance manager
 Links at Boynton Beach (Fla.)

Thanks for a thoughtful March issue about environmental management. Our superintendents Cal Lewis and Joe Deforest take pride in using reclaimed water to irrigate our 45 holes at the Lake Placid Club. We've also worked with Audubon International to increase environmentally sensitive areas, thereby reducing maintenance costs and creating more natural habitat for plants and animals.

Furthermore, to ensure eternal protection of the tees, greens, fairways and rough of our two championship courses, we entered into a conservation easement with Audubon International whereby the designated areas might never be developed for anything more than a golf course or cross-country skiing trails.

Arthur Lussi
 Director of golf
 Lake Placid (N.Y.) Club

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Golf Course Industry is a member of:
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10 tips for a successful job interview

Bruce Williams, director of courses and grounds at The Los Angeles Country Club, has plenty of experience on both sides of the interview table. During the past 20 years, most of his time in job interviews has been spent on the interviewer side of the table. After conducting hundreds of interviews for prospective golf course superintendents, Williams has a few ideas about what candidates can say to get a job.

Interviewees will sit before a panel of people involved with golf course operations. They could range from the general manager or director of golf of a facility to a private club's green committee or park district's selection committee.

Based on his experience sitting on some of these committees, Williams offers 10 points to follow to win over the multiple types of interviewers when applying for a position. These tips can be applied to jobs at any golf course in the United States, he says.

1. There's no need to cram for the interview exam; you either know things or you don't. If you don't know facts about the club before you go in, you're not going

to soak up that knowledge two days ahead of time.

"These things don't happen quickly," Williams says. "You can't just look stuff up on the Internet. Surely there are a couple of weeks to prepare from the time you apply for the job until the interview."

Prospects should prepare until they feel comfortable with the golf course's history and current information. Learn what makes the course unique, and find out if there are any projects in process. Is there any construction planned for the course?

Mock interviews help to increase the comfort level as well.

2. Have an agronomic plan in mind for the property. Prospects need to be able to communicate their vision for the future and how they would accomplish it.

3. Know the history of the facility, including the architect and the former superintendents who worked there. Also, know the financial information about the club and department. Know if the club has a waiting list, if it's profitable, etc.

4. Ask for a collection of soil tests, water tests, USGA reports or other consulting reports prior

to the interview. Interviewees should review this information before the interview so they can speak intelligently about it.

"In addition to getting the job, I would want to know if I can be successful with resources that are currently there and if I can make improvements with those resources," Williams says.

Whatever the condition of the course, don't make the mistake of insulting the current owners.

"People tend to be proud of their facility, so you have to walk a fine line," Williams says. "Go for constructive criticism rather than drawing negatives."

5. Analyze your staffing and budgetary needs before the interview and make appropriate recommendations. If the potential employer asks the interviewee what he or she thinks about the budget, the prospective hire should be able to respond with an intelligent answer rather than asking the interviewer what the budget is. To keep up with or exceed the competition, acquire that information before the interview.

6. Bring copies of your accomplishments and work at previous positions. Show before