

How To Pick A Greenkeeper

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MR. GREEN-CHAIRMAN, if you were required to select a new greenkeeper and interview applicants for the position, what qualifications would you require the most desirable candidate possess? What yardstick would you measure him by?

Does this simple question stagger you as it did me? Are you immediately impressed with your own lack of knowledge of a good greenkeeper's qualifications, as I was? Your answers to both questions I am sure will be yes.

Now suppose we get down to that task confronting you when you are faced with the responsibility of selecting a man for the greenkeeping job at your club. We know many of the questions an applicant is required to answer, such as past experience, personal habits, ability to handle men, physical condition, willingness to work more than the usual eight hours a day, salary, etc. All these are important questions. Are you now qualified to ask him the important technical questions?

Here Are Some Questions

Would you ask him what treatment he would use on one type of brown-patch and when and how he would apply that treatment? Would you ask him what is meant by a 10-6-4 fertilizer? Would you require him to list the major items of equipment needed for the maintenance of your golf course? You probably would ask him to furnish a budget for a season's upkeep, as that is always in the minds of business men, but would you think to ask him such simple question as the comparative capacity of a one inch and two inch water pipe? How about his knowledge of eradication of weeds? How would you appraise the applicant's knowledge of such problems?

Would your own ignorance of course maintenance technicalities dictate that you miss learning what the applicant knew about many problems which test greenkeepers? Are you in a position to gauge the applicant's ability to direct the handling of various phases of maintenance, such as drainage, fertilization, carpentry, tree pruning and surgery, upkeep of tools and machinery, golf course construction,

watering, grass culture, playing conditions, insects and their eradication, record-keeping, seeding, stolonizing and many other factors?

GSA Will Know

Now if you did ask all these questions, would you yourself know if you received the correct answers? Surely you would not. But there is an agency to assist you in the difficult task of inventorying greenkeeping knowledge. The Greenkeeping Superintendents Association has developed a system of determining the qualifications of applicants of membership in that association. After considerable study and analysis of greenkeeper's jobs the Association has established complete examinations based on a point system. Examining boards are being set up in golfing centers throughout the country, and applicants to GSA membership must score at least 85 points out of a possible 145 points to become eligible for membership. The examination consists of three parts:

	Points
Part 1 consists of the time of service, with a maximum of.....	45
Part 2 consists of a written test, with a maximum of	20
Part 3 consists of an oral test, with a maximum of	80
Total	145

This examination, in addition to being a practical measure for determining the scope of a job candidate's practical and advanced knowledge, I understand also is highly regarded by many greenkeepers of unquestionably high professional and performance rating as determining to what extent they have kept pace with the technical advance in their profession. The policy is one that might well be more generally applied in all businesses, particularly those that have had a technical progress similar to that registered by golf course maintenance in the past decade.

The chairman contemplating the scope and significance of the GSA examinations may wince as he wonders how he might rate were such an examination to be made

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of chairmen. However, his fears are dissipated by the realization that this examination policy tends to definitely appraise the capabilities of a greenkeeper to handle responsibilities now burdening the chairman.

Further peace of mind is given the chairman in the realization that extension of examination policy is an assurance of careful spending of the considerable portion of club income spent on course maintenance. Greenkeeping is a profession of eternal vigilance. Through improper care a course can go far down hill in one season. Therefore it's very desirable that the greenkeeper examine himself as well as his course.

Recently, I asked two of the best greenkeepers in Minneapolis if they had one man in each of their crew capable of carrying on the job in case of sudden disability of the chief. Neither of these men had reason to feel a risk of security so far as their jobs were concerned, but both confessed that they had no one they could recommend to pinch-hit. That brings up an important phase of greenkeeping which executives in that profession should consider. All good greenkeepers should work towards selecting a man for the job of assistant greenkeeper, and coach him so that someday he may be fitted for the position of head greenkeeper. Club officials should insist on that policy being carried out.

New Orleans All Set For Its Annual Open

NEW ORLEANS is making use of its Mardi Gras and Sugar Bowl promotion experience in promoting its \$5,000 Open, Feb. 13-16. The tourney used to have a \$10,000 pot and free gate when the Long green of the Second Louisiana Purchase was circulating freely.

But now Dr. Herbert H. Meyer underwrites the purse and a bustling committee headed by James Leddy is selling tickets. A season ticket selling for \$1.75 was available up to Jan. 31. After that date only daily tickets starting at 50 cents for the pro-amateur preliminary and up to \$1.50 for the 36-hole Sunday tickets could be purchased.

Season ticket sales, entry fees and program advertising promise to put the tourney well into the black. New Orleans golf and other sports writers are giving the tournament a grand job of plugging.