

just as much if not more to his future than his pigskin education, and as the pro-football season is much shorter than the baseball season, the players can devote more time to the trade or business they hope to return to when their names are dropped from the score cards.

Unfortunately, and I mean it, the kid golf enthusiast often turns pro too early in life. The minute he has completed his round of caddying, the money encourages his urge to follow the game. He is not satisfied with the week-end fees or after-

school or vacation earning. He starts skipping school . . . certain of double job or heavy tips, and soon decides that what he earns means more than what he learns. The youngster going into pro golf risks having less schooling than that received by professionals in other sports in which it's easier to make a living. A golf pro must train himself for a business as well as a profession . . . and that business can be soundly and lastingly profitable if the young potential pro is not too impatient about his schooling.

Tipping Problem Growth Perplexes Managers

★ DURING WARTIME tipping, previously prohibited at practically all first class private clubs, became so extensive that now its elimination is a problem worrying club managers and officials.

New members with night-club habits and war-swollen incomes had just about as much to do with growth of the tipping practice at many clubs as did the help shortage and pay rate, according to several frank managers. However, with the clubs not paying restaurant help enough to meet other wage competition of wartime the managers weren't adverse to tacitly approving tipping as a temporary solution of the problem of attracting help. But almost without exception they regarded it as a dangerous departure from the policy of regarding the club as a home of its members.

Now, in many first class country clubs, the tipping practice has become so strongly entrenched it's going to be hard to root out. And some doubt that it should be.

The Connecticut Club Managers Assn. in a recent meeting discussed tipping from the viewpoints of the members, the employees and the managers. The older, more reliable and more experienced help—of which not many remain—were said to deplore the extension of tipping as a practice which lowered the self-respect of the employee, but a necessary evil in view of their own increased living costs.

Headache for Managers

The big-tipping member, usually rather new to club life, expects better service than any of the other members get. If he doesn't happen to get it he adds to the manager's headaches. Then the older member who adheres to the prewar no-tipping rule complains that he is being discriminated against by the employees, so there's hell to pay around as far as the manager is concerned.

"Fair labor conditions and a reasonable wage scale will tend to cure the tipping evil," the Connecticut managers decided.

"Tend to cure" is as near as that group of experienced managers were able to get to a positive statement.

A very realistic and successful manager of one of the nations famous old golf clubs thinks that the answer is discreet control of tipping rather than any hopeless attempt to eliminate it.

He says: Tipping Is Bonus

"If the recipient of the tip is below average in intelligence, he can very easily cause lots of discord in the way he handles the money. If above average in intelligence and with just an amount of selfishness that is found in most successful people, tipping is an excellent method of bonus competition.

"The little out-of-way nice things that a direct service employee can render are so greatly appreciated that it seems almost unfair not to let them have the reward for their willingness.

"To add a service charge and pay it out monthly is not my idea of a tip. That is merely added compensation. It does help the ambitious person as against the loafer yet some of the loafers are even-tempered steady people and get the same share of the service charge.

"In a club like ours where members live here and the same waitress serves them day in and day out, we either have to raise that person's wages or permit tipping. In the dining room if you give your better girls more salary than those not so capable, you create dissatisfaction.

"We have a 'no tipping' rule at our club but it has never been strictly observed. In our club I am in favor of tipping but keeping some sort of a burr under the tail of bad actors or getting rid of them."

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The manager of another internationally known golf club was highly successful in the hotel business prior to entering club management. It might be guessed that due to his hotel background he'd flatly favor tipping.

Lowers Service Standard?

However, it's his observation that tipping definitely interferes with developing and maintaining at a club the highest type of service. Nevertheless he thinks that conditions over-rule him on this matter, and that he simply has to do the best possible under the circumstances.

He remarks:

"At our club we have a Christmas bonus for all employees; therefore, tipping is prohibited. However, these days, some people want better service and are willing to pay for it. Naturally the older employees get to know who's who and believe me it demoralizes the service.

"We have given this matter quite some thought and have considered various bonuses, percentages, incentive pay, 10 cents per person and what not.

"None of these things are satisfactory and the only solution, as we see it, is to continue for the time being, trying to make the best of the situation and as more help becomes available, weed out the 'weak sisters'."

Highlights of USGA Annual Committee Reports

★ **AT U. S. GOLF ASSN.** annual meeting, New York, Jan. 12, committee reports released contained following highlights:

EXECUTIVE COMMITTEE—Renewed U. S. championships but doubted possibility of renewing Walker and Curtis cup international matches this year. . . . **USGA** has 589 18-hole private member clubs, 104 9-hole member clubs and 58 public links clubs; 569 east of Mississippi and 178 west. . . . Plans to expand Green Section with regional tie-ups. . . . Censured pro disregard of 14-club limit and stymie in match play, and urged all players abandon wartime improved lie procedure.

CHAMPIONSHIP COMMITTEE—Set dates: Open, Canterbury GC, Cleveland, June 13-15; Amateur Public Links, Wellshire GC, Denver, July 22-27; Amateur, Baltusrol GC, Sept. 9-14; Women's Amateur, Southern Hills CC, Sept. 23-28. . . . Condemned "preferred lies," laxity in observing rules, use of lined and punched iron club faces, carrying of more than 14 clubs, and elimination of stymie in match play. . . . Commented "there is no more reason for the waiving of this (stymie) rule than there would be in giving a player the privilege of removing his ball from a divot hole that his ball found after a tee shot straight down the center of a fairway."

RULES OF GOLF COMMITTEE—No changes in rules.

AMATEUR STATUS and CONDUCT COMMITTEE—Twenty-one reinstatements to amateur status and 6 applications denied.

IMPLEMENTS and BALL COMMITTEE—Arranged with Illinois Institute of Technology to set up ball testing machine for testing synthetic balls. . . . Said "The ball used in the USGA championships will be decided upon by the Executive committee as it must be a ball available to all contestants." . . . This rules out use of pre-war rubber balls in any USGA national championship this year unless rubber balls are available to all players.

MEMBERSHIP COMMITTEE—40 clubs added or reinstated: 16 clubs resigned, 4 disbanded and 20 dropped from membership.

GREEN SECTION COMMITTEE—Dr. Fred V. Grau appointed full-time director of section. . . . Plant materials in garden at Beltsville have been maintained and added to. . . . During the year 60 shipments of grasses were made to clubs. . . . Since Aug. 1, 1945 Green Section mail has been heaviest in the quarter century of the section. . . . Said "Decentralization has been adopted by the Green Section as a policy on the basis that frequent local assistance, by properly trained men, is more valuable than occasional long-distance help." . . . "The practice of changing the chairman of the green committee each year has had a seriously depressing effect on the upkeep of courses. The retention of a good chairman for long periods has been most frequently mentioned as a cure for some of the difficulties of golf course supts." . . . "Education is needed to place the profession of green-keeping on the high level which it merits, to raise the level of salaries for the position so as to encourage young men to train for the position with reasonable expectation of reimbursement for the expense and time required for a course of training and education."

PUBLIC LINKS COMMITTEE—Contemplates an educational campaign on etiquette of the game, among public course players. . . . To campaign for more members in USGA Public Links section.

HANDICAP COMMITTEE—Resumed study of problem of devising uniform handicapping system which USGA may recommend to its members. . . . Believes it possible to devise a course "difficulties" rating system which will not be dependent on individual judgment.

WOMEN'S COMMITTEE—Revised and printed second edition of "The Conduct of Women's Golf."