

Caddymaster is Mainspring of Caddy Management Plan

By JOHN G. HUBBELL

Bob Urista, caddymaster at Superior CC (Minneapolis dist.), feels that too many kids look upon the golf course as a place where drudgery is expected of them. Since their youth does not permit them to seek employment elsewhere, they carry a heavy bag in the hot sun for three and a half or four hours. The only things too many of them know about the game are a few vague caddying rules, which start out with such phrases as "Don't do this" and "Never do that." Urista points out that the success which attends a caddy's job is greatly dependent upon the caddy master. A number of clubs badly underpay their caddy master. As a result, the caliber of man who takes the job at those clubs is often low. He frequently devises ways and means of exploiting the caddies.

Facilities offered caddies by many clubs are often of such character that they tend to lower morale. Urista can cite certain editions of caddy rule books wherein it is suggested to clubs that they build "pens"—steel fences with barbed wire around the top—from which caddies should come one at a time as their numbers are called.

"Why treat the kids like animals?" asks Urista. Why not treat them like the individuals that they are? Why herd them into a pen together, where young kids can read dirty books, listen to older guys cuss, and maybe show off by having a cigarette or two?"

Most clubs employ the "A" and "B" caddy system. The older, or "A" caddy, gets a higher rate of pay than his younger colleague. Usually he gets the club's best tippers. The "B" caddy gets less pay for the same amount of work, frequently for the worst tippers and crabbiest members of the club.

Those are the indictments against today's caddying system by Bob Urista. Their psychological effect on youngsters of caddying age are obviously bad.

Caddy Morale Lowered

Where dictatorially worded rules are involved, a cynical "to-hell-with-it" attitude is aroused. Where exploiting caddy masters are involved, a deep-grained distrust of human nature is planted. Where the "A" and "B" system, crabby golfers, and tipping are involved, dissension is

created among the kids. When you put it all together, it adds up to nothing good for the game or the kids.

Urista has organized the "Tiny Karpets," a boys golf club on Minneapolis' northeast side. The club is made up of kids 10 to 15 years old, and its purpose is to provide Northeast's Edison high school with golfing enthusiasts.

For the past two winters Urista has schooled the "Tiny Karpets" in the fine points of caddying and golfing. He spent an hour each Saturday morning teaching the kids golf etiquette. When that hour was over, another was spent teaching them how to play the game.

"The kids were carrying bags through the snow when it was 15 below zero," says Urista.

"A member," he explains, "spends more time with a caddy than with any other employee on a golf course. Yet, the least amount of time is spent teaching the caddy to do his job better."

Eight Basic Requirements

Urista has written a caddy's manual in a language the kids don't mind listening to. It consists of eight different sets of lesson:

1. The caddy's duties toward golf equipment.
2. The caddy's conduct while on the course.
3. The caddy's duties on the tee.
4. The caddy's duties on the fairway.
5. The caddy's duties in rough and hazards.
6. The caddy's duties on the green.
7. A study of the rules of golf.
8. Caddy requirements: What the caddy must know before active employment.

He has done an admirable job of writing these lessons. There is nary a "Don't" or a "Never" in the eight sets. They are set forth thusly:

"A good caddy keeps his player's ball washed. By doing this, he lessens the chances of losing the ball, and builds up his player's confidence in him."

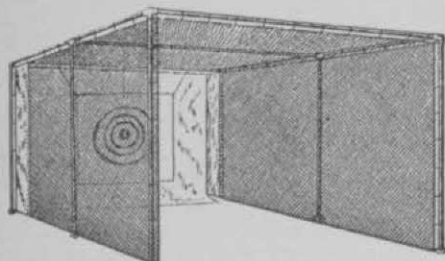
"A good caddy learns the make of his player's ball and its identifying marks."

(Continued on page 96)

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in turf than the latter. No accurate check was kept on the rapidity of kill of the white grub. In any case, however, when the insecticide was applied to turf before the middle of May they were all destroyed by early July.

"We are undertaking more reliable experiments this season on the use of Chlordane for this purpose. When the results of this investigation are available, I will be glad to release them for publication. At this time, however, I believe that if Chlordane is used at the rate of 500 pounds of 5 per cent dust to the acre, or 50 pounds of 50 per cent wettable powder, good control of *Phyllophaga* may be expected. Due to the fact there are quite a large number of species of *Phyllophaga* in the United States, those most commonly found in western states may or may not be the same species as occur in Connecticut. This may have no bearing on suppression of western species by the toxicant in question."

The customary recommendation for lead arsenate ranges from 400 pounds per acre, maximum, to 200 pounds minimum. At present prices this is approximately \$100.00 per acre for material alone at the 400-pound rate, as compared with \$12.00 to \$15.00 for DDT, and \$25.00 to \$30.00 or more for Chlordane at the rate suggested by Professor Schread.

Identification of the grub species causing damage would seem important. Where injury is due to grubs of Japanese, Asiatic, annual June beetle and other animal species, the use of DDT at 25 pounds actual DDT per acre, or Chlordane at 4 to 10 pounds actual toxicant should give effective control at moderate cost per acre.

When white grubs of *Phyllophaga* are responsible, DDT is not the thing to use until more evidence is at hand. It may be necessary to use lead arsenate for effective control. Treatment is justified even at present high prices in regions where broods A and B are both bad, because severe damage to turf is likely two years out of three. The other alternative is to use Chlordane at the higher rate suggested by Professor Schread, namely 25 pounds per acre of actual Chlordane.

CADDYMASTER IS MAINSPRING

(Continued from page 64)

By doing this, he always knows if the ball he finds is his player's and avoids argument with other players on the course."

At the end of each instruction period given over to a set of lessons, the kids are quizzed. They must maintain a high grade average or take the lesson they fail over again.

Golfdom

In order to cut down on caddy absenteeism, Urista has set up an incentive which keeps the kids coming. It is a point system whereby each kid receives so many points for each appearance and loses a like amount for each unexcused absence. The caddies are graded on each round by the players they work for—excellent, good, fair, or poor. They get points for the first three grades, and lose points for the fourth.

The system is set up in the following manner:

Saturday attendance—25 points.

Sunday attendance—25 points.

Week day attendance—10 points.

Saturday and Sunday plus three week days—100 points.

CADDYING

Doubles

	9 holes	18 holes
Excel.	40	75
Good	25	55
Fair	15	35
Poor	-15	-30

Singles

	9 holes	18 holes
Excel.	25	50
Good	15	35
Fair	10	25
Poor	-10	-20

When an individual attains 500 points, it usually takes about two weeks, he is awarded a \$5 gift certificate to one of the Mill City's department stores.



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Tipping Eliminated

Under the Urista system, outright tipping by members is eliminated. Urista's Superior club will charge caddy rates of 45 cents an hour this season. Each member will automatically be assessed 10% of whatever he must pay the caddy. This goes into a caddy fund from which, at the end of each month, \$25 or \$30 is divided among the three caddies whose records are tops in points. The rest of the caddy fund is used to buy recreation equipment for the caddies.

To maintain organizational interest, each member of the caddy club is on some kind of a committee. There are the social committee which organizes outings and parties for the kids; the handicap committee is just what its name implies. It sets the handicaps for the caddies. The kids, incidentally, are graded off into teams with regard to individual ability. This gives the club outstanding teams to enter in the local junior tournaments as well as giving the not-so-deft members something to shoot at.

Caddy Self-Government

The most austere committee of all is the caddy council. It is a self-governing elective body which decides what awards and punishment shall be meted out to deserving members. For instance, any caddy caught swearing, gambling, fighting, or indulging in other forms of rowdiness will be docked as much as 50 points. On the other hand, a caddy setting a good example for his fellow members by regular attendance or a score better than usual for him is awarded a certain number of points.

"We are building a caddy clubhouse at Superior," boasts Urista, "in which the playing members would not mind sitting."

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showers in which to clean up before going home. It will provide them with recreational facilities like checkers, cards, and table tennis to occupy their spare time. If they wish, caddies can spend their spare time working around the course. This would entail elimination of weeds, finding lost balls, or in any way improving the general appearance of the course. For doing this, caddies receive the privilege of playing the Superior course on any weekday afternoon.

Urista has taught his caddies that the course is as much their place of business as the club professional's. They have learned to respect it as such.

A caddies' monthly newspaper will be published at Superior. It will carry articles written by members and caddies alike, the complaints and compliments of both. It will also carry news of which caddies are winning the month's tournament. This will enable members, each of whom will receive a copy at his home, to offer words of encouragement to the most promising caddy-golfers and tips to the less developed.

Caddy Employment Application

Application for employment as a caddy at the Superior Country club will be made as it would at any place of business. On the application, the prospective employee will answer the pertinent personal information asked. He will then obtain his parents' written consent to his employ-

ment as a caddy. A physical examination must be taken by each applicant in order to determine whether or not he has any physical defects which would impede his success in the job. For instance, if the physical seems to indicate that the applicant has bad eyes, he will be examined by an oculist. If the oculist confirms the indication, the applicant is fitted with glasses at club expense.

Playing members do not escape Urista's program unscathed. They do not undergo nearly so strenuous a training as do the caddies. Their training comes in the form of posters placed at strategic points in the clubhouse which are constant reminders:

"I'M THE GUY WHO SWORE AT MY CADDY TODAY."

"TREAT YOUR CADDY AS YOU WOULD YOUR OWN SON—HE MAY DATE YOUR DAUGHTER SOMEDAY."

"GIVE YOUR CADDY AN EVEN BREAK—REMEMBER, HE CAN'T TALK BACK."

Superior opened its 1948 golf season with what Urista calls "Kickoff Day." Members paid an extra dollar and played in a foursome made up of two members and two caddies. Each player toted his own bag. In the evening there was a member-caddy banquet followed by golf movies. The idea was to start members and caddies off on a friendly footing with each other.

The conservative critic might, at this

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point, condemn Urista's plan as an "idealistic theory that would never work in practice."

System is Tested

Last summer, Urista gave his plan its first big test. Using the "Tiny Karpets" as a nucleus, he bossed the caddying job of the 1947 National Publinx tournament at Meadowbrook. Joe Dey, executive sec., USGA, said it was one of the finest caddying jobs he'd ever seen.

"Dey," says Urista, "has further encouraged me by giving me reason to believe that in the golf world there is definitely room for such a specialist. I would like someday to represent a golf association with my plan. After all, there are traveling scorekeepers, equipment managers, and wardens. Why not caddy troubleshooters?"

Western Junior Championship At Purdue Univ., June 15-19

The 31st Western Junior Championship, the oldest event for teenagers in the U.S., is to be played at Purdue University, June 15-19. This year, the WGA, under the leadership of Pres. Maynard G. Fessenden, is emphasizing caddie participation. The WGA believes that boys who play golf make the best caddies, and as part of the WGA national program to increase the supply and improve the quality of caddie service, all WGA member clubs are urged to see that their caddies enter this Junior Championship. Contestants will be housed by the University in the Men's Residence Halls adjacent to the golf course. Qualifying round for the 32 places in the match play starts Tues., June 15. Match play

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