

at 90 per cent of our courses, he observed, are well maintained, but the same can't always be said of traps and the roughs. More attention probably should be given these hazards, George declared, because the least neglect of them makes play even more difficult than it should be for the high handicap shooters.

### Togetherness at East Lake

Mel Warnecke of East Lake suggested that if any coolness has developed among the supt., pro and mgr., they should keep in mind that close cooperation on many occasions probably has saved the skin of at least one or possibly all three. A further argument for working together is that the triumvirate should present a unified front as often as reasonably possible.

Describing how togetherness is practiced at East Lake, Mel said that he and the pro and mgr. have regular monthly meetings, that these two officials are always invited to his bi-weekly breakfast conferences with green committee members, and that one or the other occasionally attend turf gatherings with him.

### Beats Throat Cutting

"All this may have a taint of logrolling," Warnecke conceded, "but it certainly beats throat cutting. As far as I am personally concerned, I feel that it has enabled me to do a better job because I have learned a great deal more about the members' viewpoints than I would ordinarily know if I hadn't worked closely with the pro and club mgr. I'm reasonably sure that they feel the same way."

## Second Session

# Celebrity Says Texas Golfers Don't Have A Handicap System

Following the introduction of celebrities by Stan Graves, supt. at Woodmont CC, Rocky River, O., and O. J. Noer of the Milwaukee Sewerage Commission, three speakers were heard on the Monday afternoon program. They were Wayne W. Huffine, Oklahoma State University agronomist, who traced the 75-year history of turf research in the U. S.; John M. MacKenzie, Toro's Minneapolis plant mgr., who spoke on the supervision of labor; and John Hill of Texas A & M College, who discussed safety.



(L. to r, top) Wayne Huffine, John Henry, Stan Graves, Henry Ransom (Bottom) Bob Morris, Marty Marion, Jess Neely

... they made their bows as celebrities.

The team of Graves and Noer, a long-time GCSA convention fixture, called such notables as Tom Davison, Jess Neely, Henry Ransom, Bobby Morris and Marty Marion to the podium. Davison of the Houston Post told the audience that Texas is the one state that doesn't have a handicap system for its golfers — and nobody seemed the least surprised. Neely, Rice University's football coach and something of a turf expert in his own right, described the Owl stadium of a few years back as having an excellent drainage system but with soil so compacted that water couldn't reach it. Ransom, former tournament star and now an East Texas gentleman rancher, recalled getting a \$500 bonus check from George S. May in 1950 because he was discreet enough to tell George that he had no suggestions as to how the World's Championship should be conducted after practically every pro who participated had offered his advice to the Tam O'Shanter impresario. Morris, current Texas PGA champion, described what it takes to win a Texas championship. Marty Marion, the onetime baseball great, opined that another major league in both football and baseball should open up these sports to many talented athletes who aren't getting a break because of the present limited opportunities.

### Reviews Research History

In the last 20 years, according to Wayne Huffine, turf experimental stations in the U. S. have increased from 10 to 30 and numerous commercial concerns have set up research divisions. This country's experimental activities were started in 1885 by a New Hampshire resident, J. B. Olcott, who developed several strains of grass; the

state of Rhode Island came on the turf research scene in 1890 and the U.S.D.A. about 20 years later.

In 1927, the first creeping bents were made available, Huffine said. Ten years later at least a dozen in all had been developed, but it wasn't until after World War II that the public really became aware of the bent strains. Much of this awareness, of course, came about due to the golf industry's early and wide use of bent.

Improvements of fungicides, herbicides, insecticides and fertilizers generally coincided with advances made in turf culture, the Oklahoma agronomist stated. However, it wasn't until after World War II that manufacturers intensified their efforts in discovering and producing control materials that either cut down greatly on product bulk or simplified their application. With all the research that is now going on, Huffine predicted that in the case of herbicides, for example, specific preventatives for controlling individual weeds or undesirable grasses soon will be on the market.

#### Supt. A Labor Manager

John MacKenzie of Toro said that the most important job of the professional manager, whether in turf work or any other field, is the determination of overall objectives and the specific steps that must be taken to accomplish them. He stated that since 75 per cent of the course budget goes into labor, the supt. must think of himself primarily as a labor manager. This means that he must not only be completely familiar with every maintenance job but know the capabilities of his employees well enough to assign each and every one to the job which he does best.

The supt., he added, must be willing to devote all possible time to job instruction, be constantly on the alert for ways of improving operations and make repeated studies of his work schedules to cut down non-productive effort.

As for direct dealings with employees, MacKenzie said that the cardinal sin that supervisors commit is disregard or slighting of persons who work under them. He advised the supts. never to take lightly an employee's suggestion for improving an operation because, if nothing else, it proves that the person is at least thinking about his job and not merely going through the motions. He concluded his remarks by saying that it is well to keep in mind that 19 out of 20 people are conscientious workers who will do good jobs if some effort



Tourmasters when 325 GCSA members made a swing around Houston to visit four courses and Rice University stadium were Tom Leonard, Gene Bockholt and Hugh Pitts (l to r). Midway through tour, supts, replenished selves at Sonny Du Bose's Houston CC with succulent barbecue and side dishes to match.

is made by management to show them how they fit in.

#### Three-Point Safety Program

John Hill, after citing the awesome annual losses in life, property and man hours due to accidents in this country, suggested the following three point program for improving the safety record:

1. Fit the employee to the job by judging him on his physical ability and mental alertness;
2. Tell the employee how an operation is to be performed; demonstrate it for him; and then have him show you that he understands how it is to be done;
3. Always insist that the proper mechanical tool be used to do a job; plan the safety program as carefully as the maintenance program; and hold regular safety meetings.

In summing up, Hill declared that safety should be approached from a defensive standpoint. "It is not enough to post signs saying, 'Work Safely'" he said. "The employee must be impressed with the idea that he is vulnerable to all kinds of accidents and that he must be constantly alert to avoid them."