

Course Employee Is Subject of USGA Discussion

By HERB GRAFFIS

The USGA green section education program on Jan. 27, at the Biltmore hotel, New York, brought 100 supts., chmn. and green section agronomists together to discuss training and direction of the course worker. Wm. C. Chapin, Oak Hill CC, Rochester, N. Y., section chmn., presided over the morning and afternoon meetings at which the practical phases of golf course labor management were presented by supts.

Edwin Hoyt and Marvin F. McCarthy, green section committeemen conducted the sessions.

David Lilly, Toro Co. executive, green chmn., Somerset CC and member of the green section committee led off by outlining the principles of management as they apply to course maintenance as well as to any other business. Lilly stressed a practical balance between paper work and its application. When the controlling facts are on the records, then the supt. has to put them to work and use the facts instead of hunches in directing the jobs.

Work too Hard

Wm. H. Bengyfield, Western dir. of the green section, emphasized the importance of getting the right man fitted into the right job and teaching him how to do it correctly with the least waste of energy and of time. Bengyfield indicated that the reason some supts. have to work so hard is because they can't teach anybody else to do the job and leave the supt. free for important planning, direction and supervision.

Gene Nutter, GCSA executive dir., in speaking of the supt.'s training of workers, said that there are only about 50 college graduates in turfgrass work each year and not all of them go into course work. The graduates probably are much better educated in the management of grass than in the management of men which is something that generally has to be learned on the job.

Changing conditions of maintenance due to increased women's play, the opera-



Patty Berg holds the latest addition to the USGA's "Golf House", a bronzed golf shoe that she wore in her first Women's Amateur championship in 1925. Only 17 at the time, Patty went to the final, losing to Mrs. Edwin H. Vare, Jr., 3 and 2. The tournament was played at Interlachen.

tion of the 43,000 golf cars in use today, and the extensive reconstruction and renovation that must be carried on along with regular maintenance work were matters discussed in the morning Q and A period.

Stumped by Labor Costs

Marvin H. Ferguson, green section national research coordinator, told of the difficulties a supt. is up against in trying to keep accurate records, particularly those of each job's labor costs. He thinks that standard printed forms might be devised that wouldn't be too hard to keep. Ferguson said that green section men, or anybody else who has been around the golf course business for a while, can look at cost sheets and see the weak or strong points of an operation.

He suggested that in many cases costs could be wisely and usefully compared on a basis of man hour costs per 1000 sq. ft. unit. He cited three city courses in which there was a difference of \$2700 in tee maintenance between the highest and lowest figures, and told of another course in which \$5 was noted as the cost of ball washer maintenance and towels for a year.

Classic Treatise

Robert M. Williams, supt., Bob O'Link GC, Highland Park, Ill., illustrated his talk on efficient use of men and equipment

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with charts and slides. Williams' paper was conceded by the audience to be a classic treatise on this subject and a practical guide for determining efficiency in course labor and machine management. It will be printed in a later issue of *Golfdom* as will be another highly commended paper, "Planning for Safety in Golf Course Work", by Andrew A. Bertoni, supt. Meadowbrook CC, Northville, Mich.

Placing Men and Machines

A. M. Radko, Green Section Eastern dir., discussed problems of routing workers so they won't interfere with players — or vice versa — and remarked that the problem of placing men and machines was getting tougher and more important with so many more women golfers now playing.

Adm. John S. Phillips, green section member from Ft. Lauderdale, Fla., and a veteran chmn., referred to parallels between navy training of enlisted men and training of course workers. He said it is hard for a supt. to train his staff unless he has the respect and cooperation of the chmn. The competition other employers offer for course workers in wages and steady employment, the insurance, vacation and pension plans that are available

in other jobs but not generally in golf, give the supt. headaches in getting, training and keeping good men, Phillips remarked. He added that chmn. often don't realize the handicaps under which the superintendent works.

Announce Program for NY PGA School, April 13-14

More than 80 professionals and assistants will gather at Hotel Syracuse, Syracuse, N. Y., Apr. 13-14, for the New York State PGA business school. This project is a joint effort of three upstate PGA sections: the Central, Northeastern and Western. Enrollment will be restricted to PGA pros and assistants and a selected few others who are to be screened by the enrollment committee.

The subjects at this school will closely follow the curriculum of the national business school at Clearwater. John Budd of Syracuse will be dir. of the school. For the past two years Budd has lectured at the national school on bookkeeping, taxes, finance, reports, insurance, public relations, communications, news writing and public speaking.