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TOMMY BOLT

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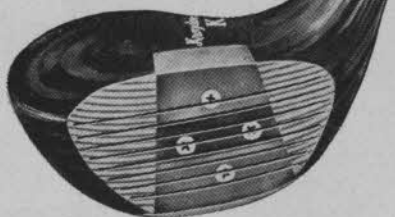
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MAPLEWOOD, NEW JERSEY

make the shop comfortable in warmest weather but not to provide the sharp, undesirable contrast between outside summer air and interior air-conditioning that has made some golfers and club officials hesitate to make air cooling general throughout clubhouses and pro shops.

Time will answer how the small oak blocks with the grain vertical compare in wear, cost and general satisfaction with other materials available for spiked shoe traffic.

The former pro shop at Pinehurst now is being used for club storage. It provides space for storage of about 1000 bags.

Another fairly recent and highly popular innovation at Pinehurst is the installation of the driving range at the Maniac Hill practice area. Players can rent balls in buckets of 20, 50 or 75. It's cheaper and more convenient than hiring a caddie for shagging. The practice ball

rental arrangement has more than doubled the use of the practice area.

The character of Pinehurst as a long-established golf tournament and vacation spot makes certain that all who come there are going to arrive rather well prepared to play and expecting the finest facilities. Hence the merchandising problem is to make certain that anything that might have been forgotten by the player, but which contributes to enjoyable golf, must be available to the shop.

There's also the element of association that figures in buying at the Pinehurst shop as numerous visitors look around for something new that they can talk about at home as something they bought at Pinehurst. That selling factor, effectively used by pros at leading private clubs and the leading resorts, is very well and discreetly played in the Pinehurst shop.

Photographs by John G. Hemmer, Pinehurst, N.C.

Notice the interesting spotlighting in Pinehurst's new shop. At the right is lounging space where golfers can sit relaxed and watch others drive off the first tee and come up to the 18th green of the No. 2 course. There's a small dressing room and storage space for shop stock back of the display room and a work bench to the left of the display cases. The floor is of small oak blocks with the end grain upward which is believed to be an answer to heavy traffic of spiked shoes.



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for 1953

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For a lively "plus" in your 1953 selling, you'll agree this new and different garment has what it takes to make it a pro shop best seller.

A "plus" — in chilly or rainy day golfing comfort that will bring players out earlier in the spring and keep them playing later in the fall . . . and add to pro shop business.

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Club Managers Seek Answers to Problems at Annual Meet

Hiring and keeping competent personnel, maintaining high level service under current inflationary stress, employee welfare, insurance, taxes and other attendant problems directly contributing to increased operating costs were the major problems confronting the more than 600 managers attending the annual meeting of the Club Managers Association Convention in Cleveland, O., February 8 to 11.

Irregular hours, transportation, and the seasonal nature of country club employment have forced club management to meet competitive wage scales and benefits in order to provide dependable service. Resulting cost of meeting this competition and solving the labor problem have wages absorbing as much as 60 per cent of the total operating costs of some clubs.

Convention Educational Chairman Frank Moreland, manager of Canterbury GC, in addition to many other fine educational features, had Howard F. Gillette, insurance expert, on the Monday afternoon program. He spoke on the subject, "What Insurance Program Will Best Protect My Club," and outlined for managers a plan clubs can use in working out an employee welfare plan. Gillette was followed by Hugh F. McKenna who covered the Social Security program and explained the benefits to be derived from the program and told how to answer employees' questions.

The general sessions of the convention got under way when CMAA Pres. Page Curran, manager of the River Crest CC,

Ft. Worth, Texas, called the delegates to order and presented William Tinkhoff, general convention chairman and president of the Cleveland chapter. Tinkhoff called attention to some of the highlights of the convention and told of plans and arrangements that had been made by the Cleveland Chapter members under the direction of Ed A. Vetter, program committee chairman, to make the 1953 meeting a personalized convention.

The Honorable Thomas A. Burke, Mayor of Cleveland, made the managers at home with his speech of welcome and the convention settled down to business by making committee appointments and receiving reports of association officers.

Round Table discussions for all types of clubs were scheduled for Tuesday morning with S. T. Sheets, manager of the Meridian CC, Indianapolis, Ind., serving as moderator for the country club section.

Donald Greenaway, Michigan State College, gave a fine report on "Education's Part in Training Future Club Employees," pointing up basic courses students are given and training given under actual experience conditions. Following Greenaway's talk the remainder of the Tuesday afternoon session was devoted to a combined forum in which a five-man panel representing all types of clubs led a stimulating open discussion on many problems of club operation.

The social program and hospitality arranged by Party Chairman James A. Park, manager of the Cleveland Athletic Club, as usual left nothing to be desired.

Jehlen of Baltusrol Heads Club Managers Association

Club Managers' Assn. of America at its 1953 convention again elected a country club manager as its president. Page Curran, River Crest CC, Dallas, Tex., was succeeded as president by Carl J. Jehlen, Baltusrol CC, Springfield, N. J.

Thos. C. McGuffey, Missouri AC, St. Louis, Mo., was elected vp. Edward M. Grenard, University Club, Detroit, Mich., was elected sec.-treas.

Directors for one year: Page Curran, River Crest CC, Dallas, Tex.; Jacob Fina,

Elmhurst (Ill.) CC; David Johnstone, Rolling Rock Club, Ligonier, Pa.; Wm. Tinkhoff, Mayfield CC, Cleveland, O.

Directors for two years: Clyde S. Mingleдорff, Atlanta (Ga.) AC; Erich J. Kruger, University Club of Los Angeles, Calif.

Directors for three years: G. H. Davies, Kanawaki GC, Caughnawaga, Que., Can.; Albert M. Deichler, Jr., City Midway Club, New York 4; S. T. Sheets, Meridian Hills CC, Indianapolis, Ind.

A unique program was arranged for Monday night when the club managers were entertained by club members. Two of Cleveland's outstanding musical organizations, the choir and symphony orchestra composed of members of the Hermit Club gave a concert that will be long remembered by those attending the convention.

A special forum for women club managers on Wednesday afternoon presided over by Luella Beresford of The Clifton Club, Lakewood, Ohio, was an added feature of the special Ladies' Program arranged by the host chapter. A busy schedule of parties and luncheons was highlighted by the luncheon and entertainment for the ladies at Mayfield CC on Monday and the one at the Wade Park Manor on Tuesday.

Added to the program were special entertainment features given by Pabst Brewing Co., Widmer Wine Company, P. Lorillard Co., Pleasant Valley Wine Co., Pfaelzer Bros., "21 Brands," Inc., Edward A. Don and Company, Shenango Pottery Company, S. S. Kemp Co., and Midwest Restaurant Supply, Inc.

Our Chances for Cutting Maintenance Costs

By JAMES REID

Brook Lea CC, Rochester, N. Y.

Every superintendent is looking for cost-cutting methods. Our discussions at the Finger Lakes Greenkeepers Assn. meetings bring out economy ideas that we all can use but they don't have the dollar-saving magnitude that we need.

Where substantial contributions to efficient operation of golf courses are going to be made are in modernizing course design, watering installations and maintenance equipment.

Tees will have to be remodelled so they can be cut with fairway gang mowers. Bunkers in or alongside fairways and bunkers at greens must be reconstructed, and in some instances relocated without destroying the playing qualities of holes, so more machine maintenance can be used. Bunkers that catch shots of players who already are penalized by their lack of distance should be filled in or converted to grassy hollows that fairway mowers can handle and which will not have drainage problems.

Another possibility for major savings is in antiquated water system with undersized mains and valves so placed around

greens and tees that from 75 to 100 ft. of hose is required. With hose costing about as much as pipe, and labor of handling making the hose an extravagance, water systems must be modernized on a hoseless plan.

Equipment is due for improvements that will bring great savings in course maintenance. A tractor that can be used in all maintenance operations is needed. When one sees finger-tip control on machines that farmers and road-builders are using and compares that work with the golf course tractor operator getting off his machine a dozen or more times a day it is obvious that raising and lowering mowers from a tractor seat will be one of the developments in course equipment.

There still is plenty of room for equipment that will rake or sweep, and dispose of wet leaves and do more work in the woods. That will add a couple of weeks of fine playing weather in many localities.

Possibly there will come the time when long-range weather forecasting will be a big factor in course maintenance economy. We think a lot of how we may best adjust work to weather after a year like last year in the Finger Lakes section.

At our course we had .68 in. of rain in May, on June 29 there was .81 in., on July 21 there was .70 in. and on Sept. 14 there was 1.21 in. There were 32 days of 90-and-over heat last summer.

And there were more people playing golf than ever before in this area!

Most courses came through well. Some poa annua went out, there was a little scald and some wilt.

Seven-Day Week Keeps Course Help Away

By JAMES M. SHEPHERD

Supt., Country Club of Maryland, Towson, Md.

The golf course superintendent's toughest problem is the seven days per week schedule of work on the course. Almost all factories work five days a week with overtime pay for anything extra. Rarely any place but a golf course has men working for the public all seven days.

I doubt that top wages, steady employment or anything else that can be offered will solve problem of the seven-day week.

If some men who are shop-sick could get to know what a golf course offers we might ease some of our labor problem but that's about our only chance to get as many good, active men as we need.

What Club Officials Don't Know About Course Labor

By **FRANK W. TULL**

Supt., Hercules Country Club, Wilmington, Dela.

Outweighing all other problems of golf course management today is the inability to attract and hold good men on the maintenance staff. This difficulty may be overcome to some extent by providing year-around employment for a substantial part of the normal operating force and providing benefits such as paid vacations based on length of service, sick leaves, etc., comparable to the minimum benefits given by industry. And obviously the prevailing rate of industry pay in the area must be met in getting desirable men to work on the courses. There is a definite fascination, challenge, artistic appeal and comparative freedom in outdoor work about employment on a golf course but those attractions don't help the golf course worker pay bills at price standards set by the community's large majority of higher-paid workers.

This year labor will continue to be the serious problem that it's been in the past few years for although inflation may be halted — or slowed down — there'll still be so many labor contract negotiations mentioned in newspapers the difference between golf course wages and those in general industry will be emphasized. What golf course superintendents and a few chairmen know is that the golf course needs a better than average worker if full advantage is to be taken of the advances in turf maintenance. Mechanized course operations and the applications of fertilizer, chemicals and water required under the varying and exacting conditions that determine golf course work are not jobs for mere manual laborer.

Need Efficient Men

Contrary to the impression apparently held by many club officials and members efficient course maintenance requires the employment of men of higher calibre than is found among the average men looking for labor jobs. An efficient maintenance man should be trainable, have a keen sense of responsibility, pride in his work and have the ability and sound resourcefulness to follow thru on any task assigned him within his capabilities as an individual. While he must team-up with

all of the corps he cannot be only another member of a team. He should be a star on an all-star team.

The extensive mechanization of golf course operations sometimes has golfers forgetting that it takes good men to operate good machines efficiently. The golf course worker must have an appreciation of the value of mechanized equipment and an elemental understanding of it so he can be trained to safely and correctly operate it.

It goes without saying that the golf course worker must be reliable and so conscientious about his job that when weather or other emergencies dictate skilled work at unexpected times, long hours without premium pay and work on days when others are playing he can be depended upon completely to do his important part in meeting the situation.

It is simple and fundamental good business when such a man is found, for a club to do everything within reason to retain his services.

Must Compensate for Skill

To me it seems perfectly plain that the men responsible for establishing policy at country clubs will have to realize that they are confronted by a major labor problem and must appreciate that after a well-qualified man has been properly trained he becomes a semi-skilled worker and will have to be treated and compensated accordingly. Then, and only then, can the superintendent apply to advantage all of the vast fund of new and valuable information which is constantly being supplied to him by the USGA Green Section and cooperating agencies and to which the superintendent has access by attending national and regional turf conferences and the monthly meetings of his local organization of superintendents.

Something else to be understood by those who set golf club policies is that higher standards now demanded in golf course condition have meant much more work on courses. Chemical treatments and turf aeration now are routine procedures. They add to the labor cost and require workmen who have heads and can

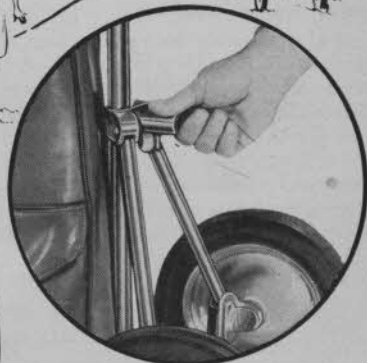
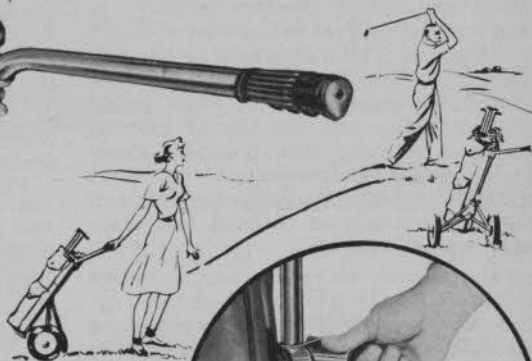
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use them. Before World War II the rough seldom got much attention. Now, at the majority of courses, there isn't rough that can be allowed to grow wild for a few mowings a year. Almost the entire area of the course calls for man hours on the budget.

Those factors have run up the labor bill and necessitated a rather skilled class of labor but the change hasn't been recognized by the authorities who make golf clubs' labor policies.

A year like 1952 brought the labor situation into painfully sharp focus before superintendents because the most expert kind of labor and a lot of it was needed to minimize or repair the damage of excessive rainfall during April and May, followed by excessive heat and humidity that continued in our section thru June, July and August. *Poa annua* did beautifully during May and June and went out during a spell of hot, dry weather in July. In many cases the *Poa annua* was replaced by crabgrass. There appeared to be more silver crab than usual, probably due to compaction caused by heavy rains during April and May and the use of mowing equipment during that period. Those courses which had been applying some form of chemical control over a period of several years seemed to have less crabgrass than others.

We were able to reduce our crabgrass considerably with a program of light applications of sodium arsenite beginning just before the crabgrass produces seed and continuing for 3 or 4 applications at 2-week intervals, followed by aeration and generous fertilization. We usually aerify fairways in the spring as soon as the fairways are dry and again between June 1 and 15.

Machine Maintenance Brings Need for Expert Workers

By W. E. UPDEGRAFF
Supt., Wichita (Ks.) Country Club

In this part of the country the labor problem is acute, especially in our line of work. This is because the club expects us to keep only from two to four men on our payroll the year round. At the end of our busy season when we are compelled to lay off good men we know they will not return to us. If they are really good they can obtain work elsewhere and usually for more money than we can pay.

Work on a golf course can no longer be done by a common laborer. It requires an expert to operate our modern machinery. Modern machinery is risking injury to the golf course and maintenance

is becoming increasingly higher when operated by inexperienced men.

About the only way we can eliminate this problem, which is growing steadily worse each year, is to keep a minimum crew on the payroll the entire year round, giving them two weeks vacation during the winter months. On practically all golf courses there is adequate work to keep these men busy.

The work on a golf course is hard and the hours are long but I find that most of the men like this work after they become familiar with it. We cannot expect to keep good men if we cannot promise them a steady, permanent job. In the past we could lay a man off in the fall and find him waiting to come back to us in the spring on account of the scarcity of jobs. Those days are gone forever.

There is no question but that new, modern equipment has helped to improve the golf course but new types of grass, together with demands from the players, make it necessary to mow much oftener than we used to. At the present time fairways need mowing from three to four times each week to suit the grasses and the players. In the past we used to mow them once each week with a 3-gang mower. That did not cost nearly as much for operation or labor as it does at the present time.

The power green mower has saved some time on the greens but now we need various types of aerifying equipment to relieve the greens from the compaction caused by the heavier mower; also heavier play. We all have much more equipment than we used to but in order to profit from this newer equipment we must have experienced workmen to operate it.

1953 TURF CONFERENCES

Mar. 9-11 — 19th Annual Superintendents and Turf Assn. Short Course, Iowa State College, Ames.

Mar. 11-13 — Minnesota Short Course, Curtis Hotel, Minneapolis, Minn.

Mar. 13-14 — Michigan Golf Turf Conference, Michigan State College, East Lansing.

Apr. 22-23 — Southeastern Turf Conference, Abraham Baldwin Agri. College and Georgia Coastal Plain Experiment Station, Tifton, Ga.

Oct. 21-23 — Central Plains Turf Foundation Conference, Kansas State College, Manhattan, Ks.

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Green Section Policy Now Accents Service at Clubs

Richard S. Tufts, chmn., USGA Green Section, in an official statement tells that emphasis in Green Section policy is being changed from research to bringing the results of turf research now being extensively conducted to USGA member clubs through establishment of a number of Green Section regional offices.

The USGA also announces that Alexander M. Radko is serving as Acting Eastern Director of the Green Section office at Room 331, Administration Bldg., Plant Industry Station, Beltsville, Md., Dr. Fred V. Grau, resigned. Charles G. Wilson continues as Western Director, with his address being Box 241, Davis, Calif.

Tufts in his statement made it plain that turf research will be vigorously continued with the USGA giving "financial and moral support" to agencies specializing in research. He says that the new rounded program will benefit USGA clubs with:

"1. Intimate, specialized consultation service on a regular and permanent basis, located so as best to serve the convenience of the subscribing clubs.

"2. Maintenance of turf experimentation on a broad scale, and nationally coordinated through the several Regional Directors so as to bring the greatest possible return to the member clubs."

Tufts adds: "Ever since World War II the Green Section has been decentralizing research activities away from the Washington, D. C., area and out into various regions where peculiar sectional problems must be met and solved. When this co-operative research program was accelerated in 1945, fewer than 10 men at four or five experiment stations were working on turf management problems. Now there are approximately 100 workers, at more than a score of stations. The new emphasis is a continuation of that decentralization in terms of direct service."

New Plan Outlined

The Regional Turf Service will be organized about as follows:

Each Region will consist of about 200 USGA clubs which subscribe for the Regional Service. They will be divided into

about eight groups of 25 clubs each.

Each subscribing club will receive the following benefits (this is subject to alteration depending upon the geographical distribution of the subscribing clubs):

"1. At least three direct consultations with the Regional Director each year, on the following schedule:

- (a) One half-day visit to the club by the Regional Director, followed by a written report from him. (Special visits might be made as time permits.)
- (b) Two group conferences in which the Regional Director will meet with the golf course superintendents and green committee chairmen of the 25 clubs in each group.

"2. Assistance by correspondence and telephone.

"3. A periodic Turfletter from the Regional Director to the subscribing clubs in his Region, at least six times a year.

The Regional Turf Service will be open, in the golf field, only to USGA member clubs and courses. The fee will be as noted below (in addition to standard USGA membership dues); the breakdown items are approximate and may be changed at the discretion of the USGA Executive Committee:

	Less than 18 Holes	18 to 27 Holes	More than 28 Holes
1. Service fee, including travel expenses	\$58	\$78	\$98
2. Appropriation to research, primarily within Region of the subscribing club—approximately 20% of total	15	20	25
3. Subscription to USGA JOURNAL AND TURF MANUFACTURING	2	2	2
TOTAL FEE	\$78,	\$100	\$125

1. There will be no extra charges for travel expenses for regular visits by the Regional Director to courses and group meetings. The total fee covers all services and expenses.

2. A portion of the total fee will be expended for research. A ratio cannot be definitely fixed until there has been some experience with the plan. Tentatively, it is intended to appropriate from 20 to 25% of the total fee for research. It is also intended that most of this will be expended within the Region of the subscribing club.

Heretofore the Green Section has made advisory visits to USGA member clubs for a fee of \$50 per day plus travel expenses.