

BY LARRY AYLWARD, EDITOR

Joe Moris rarely ate breakfast during his heavy drinking days, unless you count scanty daily meals of Roloids and breath mints. The long-time superintendent of the 3M Club of St. Paul in Lake Elmo, Minn., popped Roloids to relieve the piercing heartburn and sour stomach he experienced the morning after a night of boozing. Moris munched on breath mints to hide the stale smell of beer on his breath.

"I ate a donut here and there, but I didn't eat a good breakfast on a weekday for about 10 years," he says.

Moris began work at 5:30 a.m. and often arrived with a hangover and functioned in a haze. When the workday ended at 2:30 p.m., Moris and other employees would gather and drink beer for an hour or longer. Moris would then head to the local pub and drink for several more hours. Sometimes he would go to the bar's bathroom and force himself to throw up to clear his stomach so he could drink more beer.

Moris would stumble to his car and drive home. He would eat a TV dinner and be in bed by 10 p.m. He would rise at 4:30 a.m. and start over again.

One time Moris was called to work in the middle of the night because the course was flooded by heavy rain. He was still buzzing on beer from drinking earlier, but Moris manned a bulldozer to help control the flood. He ended up rolling the dozer down a 12-foot bank. Moris was frightened, but not hurt. He drank a few beers to calm his nerves before hopping back on the dozer.

"The incident didn't make me realize I had a drinking problem," Moris says. "My mind wasn't clear enough to think that."

Moris' life focused on drinking. "I couldn't imagine wanting to do anything without drinking," he says.

It's a cool spring day in early June and Moris, dressed comfortably in jeans and a long-sleeved buttoned-down shirt, sits behind his tidy desk in his modest office at the 3M Club, where he has been superintendent since 1975. Family photos adorn his desk and office walls.

It has been more than 21 years since Moris has had a drink, but he still remembers the un-

couth things he said and did during his drinking days in the 1970s and early 1980s. Moris' shame for his actions and statements has diminished, but he has not forgotten those dark times.

Moris, 59, appears bright-eyed and confident-looking, but he grimaces when he talks about his drinking. He talks about his alcoholism candidly, though, because he doesn't want to see other superintendents crawl inside whiskey bottles and never come out.

Moris is not insinuating that the golf course maintenance industry has a substance abuse problem. He shares his story because he wants to send a simple message to other superintendents: This is what can happen to you if you abuse alcohol and/or drugs.

There are no statistics that say one profession is more apt to substance abuse than another, says Steven Ey, medical director for the Betty Ford Center, the renowned treatment center located in Rancho Mirage, Calif. "Substance abusers come in all shapes and sizes, and from all career paths," Ey says.

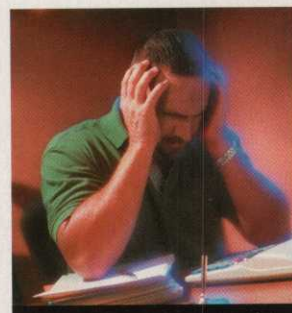
But Ey points out that stress is a major risk factor for substance abuse and addiction. "Stress can contribute to problems with substance abuse and addiction," he says firmly.

Working as a superintendent may not be as stressful as working as an air-traffic controller, a corporate CEO or a police officer, jobs cited by *Jobs Rated Almanac* as three of the nation's most stressful occupations. But golf course maintenance has become an increasingly pressure-packed profession, especially at clubs where green committees and general managers expect nothing less than perfect conditions.

Of course, superintendents react differently to coping with increased pressure. One might thrive on it and perform his job even better. Another might go to the gym after work and burn off any angst caused by job stress. Another might head to the bar after work and drink six beers and a couple shots to relieve the tension.

What's important is how superintendents cope with stress over an extended period of time. If they're using drugs or their drinking is out of control and is causing problems at work or at home, then they're substance abusers, Ey says. They're putting themselves

Continued on page 32



Living Well

PART 2 **SUBSTANCE ABUSE**

Living Well Series

This story on substance abuse marks Part 2 in *Golfdom's* Living Well series. Next month, *Golfdom* examines back injuries and how to avoid them.

How Are You Coping?

Continued from page 31

on a destructive path that can only get worse and lead to problems with their jobs, their families and their health.

The pressure factor

There were days when he was superintendent at Lake Region Yacht & CC in Winter Haven, Fla., when Alan Puckett says he was so flustered with his job that he wanted to go to a bar after work and drink hard.

"I was on egg shells all the time — it was very stressful there," says the 42-year-old Puckett, who left Lake Region about 2.5 years ago to become superintendent of The Club at EagleBrooke in Lakeland, Fla. "There were days I left the course angry, and I wanted to go and forget the world. Fortunately, those days were far and few between."

Mike Sosik, the owner, superintendent and general manager of Harrisville GC in Woodstock, Conn., has never had a drink or taken drugs. But Sosik, while he doesn't condone it, understands why some superintendents might

choose alcohol and drugs to deal with stress.

"I've been in the profession for nine years, and it's getting more stressful because the demand for conditioning is going up," the 36-year-old Sosik says. "I can understand why superintendents turn to alcohol or drugs as an outlet because there's so much pressure on them."

It's difficult to measure how much more pressure superintendents are under than they were 20 years ago. But consider that many superintendents are playing Russian roulette with their greens. Because they're under pressure to increase green speed, they're lowering the height of cut on mowers to near-ridiculous levels and risking the greens' overall health.

They're also being pushed to maintain fairways and bunkers better. Today, some superintendents are required to mow fairways short to appease golfers, who demand tight and fast-playing courses. Superintendents are also instructed to present finely manicured bunkers with sand that's somewhere between firm and soft to provide the perfect lie.

About Substance Abuse

- About 104 million people age 12 and older drink (46.6 percent of the U.S. population)
- Of those, 46 million people binge drink (20.6 percent).
- Nearly 6 percent of the entire population are heavy drinkers (12.6 million people), and 30 percent of those people also use illicit drugs.
- Each year, more than 100,000 people die from excessive alcohol consumption from direct or indirect causes, including drunk driving, cirrhosis of the liver, falls and other adverse effects.
- Children living with chemically dependent family members are three times as likely to suffer from physical or verbal abuse in the family.
- Half of all adults who currently drink say they have a blood relative who is or was a substance abuser.
- The economic cost of substance abuse is estimated at over \$41.4 billion per year, which includes increased health-care costs, destruction of property and workplace losses (absenteeism, loss of productivity, employee turnover).
- Deaths from excessive drug use have doubled since the early 1980s. A leading cause of all drug-related deaths is AIDS contracted from sharing needles.
- The number of children living with chemically dependent family members continues to rise. One in three children live in a home with an alcoholic or addicted family member.

“ You just can't go home and have a **drink** and think about work. That will eat you up.”

— Alan Puckett, superintendent



LARRY AYLLWARD

Minnesota superintendent Joe Moris quit drinking more than 21 years ago. In 1989, he formed a group within the Minnesota GCSA to help other superintendents with substance abuse problems.

More superintendents believe they're more prone to being fired today because of the increased scrutiny they're under to keep their courses in near-immaculate conditions. Many are also working more hours and on weekends because they're afraid not to be at their courses.

Jim Nicol, certified superintendent of Hazeltine National GC in Chaska, Minn., believes a superintendent might turn to alcohol or drugs to escape family problems attributed to working too many hours and not being at home with family members.

"Not taking off work and leading somewhat of a normal life can create problems within the family," Nicol says. "Then it just snowballs."

In his nine years as CEO of the GCSAA, Steve Mona says he's noticed that pressure on superintendents has gradually increased because golfers' expectations for improved turf conditions has surged. "I'm concerned about the rising expectations and the impact they're having on our members," he says.

In some cases, superintendents are putting pressure on themselves, Mona says. "Many superintendents admit they're constantly trying to raise the bar [on golf course maintenance], which reduces their margins for error and raises their stress levels."

That's detrimental, Mona adds.

"While superintendents are well-educated and dedicated, the fact is they don't have ultimate control over the golf course — Mother Nature and the man upstairs do," he says. "They cannot logically achieve perfection."

Dealing with it

You don't need alcohol or drugs to cope with stress from your job. Several superintendents suggest a variety of healthy activities to help deal with added pressure.

Tom Athy, certified superintendent of the Omaha (Neb.) CC, and Mona say exercise is a great stress reliever.

"I try to run on the treadmill on the days I experience the most stress," Athy says. "[The workout] helps eliminate some of the stress and helps me sleep better."

Running on the treadmill has also helped Athy lose about 25 pounds since January. "When you get older, you become more health-conscious," he says.

Mona runs daily and starts each morning with a short routine of sit-ups and pushups. "You can feel [the stress] melt away," he says of exercising's impact on tension.

Continued on page 34

How Are You Coping?

Continued from page 33

Sosik says his family, including his wife and three young children, help him deal with stress after a long day. "As soon as I get home, I see my wife and kids, and I forget about what happened at work," he says.

Sosik talks to his wife, Christine, about problems at work. He says she's a great listener. "As soon as I walk in the door, Christine knows if I've got something on my mind."

Puckett, 42, doesn't have a family to go home to, but he does have a mountain bike, a fishing pole and his golf clubs. Those activities help him relieve stress. Puckett says his involvement in organizations associated with the profession, including his local Florida association and a local First Tee program, help him cope with tension. He also says working in his yard is a great stress reliever, even after a long day on the course.

Dealing with A Drinking Problem

Do you have to be an alcoholic to experience problems?

No. Alcoholism is only one type of alcohol problem. Alcohol abuse can be just as harmful. A person can abuse alcohol without actually being an alcoholic — that is, he or she may drink too much and too often but still not be dependent on alcohol. Some of the problems linked to alcohol abuse include not being able to meet work, school, or family responsibilities; drunk-driving arrests and car crashes; and drinking-related medical conditions.

Are specific groups of people more likely to have problems?

Alcohol abuse and alcoholism cut across gender, race and nationality. Nearly 14 million people in the United States — one in every 13 adults — abuse alcohol or are alcoholic. In general, though, more men than women are alcohol dependent or have alcohol problems. And alcohol problems are highest among young adults ages 18 to 29 and lowest among adults ages 65 and older. We also know that people who start drinking at an early age — 14 or younger — greatly increase the chance that they will de-

velop alcohol problems at some point in their lives.

How can you tell if someone has a problem?

Answering the following four questions can help you find out if you or a loved one has a drinking problem:

- Have you ever felt you should cut down on your drinking?
- Have people annoyed you by criticizing your drinking?
- Have you ever felt bad or guilty about your drinking?
- Have you ever had a drink first thing in the morning to steady your nerves or to get rid of a hangover?

One "yes" answer suggests a possible alcohol problem. More than one "yes" answer means it is highly likely that a problem exists.

Can a problem drinker simply cut down?

It depends. If that person has been diagnosed as an alcoholic, the answer is "no." Alcoholics who try to cut down on drinking rarely succeed. Cutting out alcohol — that is, abstaining — is usually the best course for recovery. People who are not alcohol dependent but who have experi-

enced alcohol-related problems may be able to limit the amount they drink. If they can't stay within those limits, they need to stop drinking altogether.

What is a safe level of drinking?

For most adults, moderate alcohol use — up to two drinks per day for men and one drink per day for women and older people — causes few if any problems. (One drink equals one 12-ounce bottle of beer or wine cooler, one 5-ounce glass of wine, or 1.5 ounces of 80-proof distilled spirits.)

Is alcohol good for your heart?

Studies have shown that moderate drinkers — men who have two or less drinks per day and women who have one or less drinks per day — are less likely to die from one form of heart disease than are people who do not drink any alcohol or who drink more. It's believed these smaller amounts of alcohol help protect against heart disease by changing the blood's chemistry, thus reducing the risk of blood clots in the heart's arteries.

Source: National Institute on Alcohol Abuse and Alcoholism

“

Stress can contribute to

problems

with substance abuse and addiction.”

— Steve Ey, medical director for the Betty Ford Center

"You just can't go home and have a drink and think about work," Puckett advises. "That will eat you up."

Mona says the GCSAA addresses the issue of substance abuse by conducting seminars on stress management. "We teach more productive ways to deal with inherent stress rather than abusing alcohol or drugs," he says.

Ey's advice for a stressed-out superintendent who can't stop drinking is to check into a treatment center.

Blowing off steam?

At the GCSAA's annual conference and show, superintendents are seen drinking in bars and restaurants and having a good time. They are also apt to down a few beers during local and regional chapter meetings. So what's wrong with them blowing off steam? Nothing, answers Ey, as long as superintendents are not overdoing it and endangering others, such as by driving drunk.

There's a fine line between blowing off steam by drinking with friends in a bar and substance abuse, Ey says. The fine line is about occurrence. A superintendent is not blowing off steam if he's drinking six beers and smoking a joint every night. He's abusing alcohol and drugs and is at risk for addiction, Ey says.

Puckett says he enjoys partaking in the 19th hole after a round of golf at a chapter meeting. It's therapeutic to get away from the course and talk shop with his peers.

"We have a beer or two and talk about the common problems we have at our golf courses," Puckett says. "It's not a sit-down drunkfest."

Even though Mona says superintendents are under more stress than they were when he began as CEO in 1993, he hasn't noticed that they're drinking more at GCSAA functions.

"I don't leave our national conference saying we have a hard-partying group," Mona says. "I've noticed no increase in alcohol use."

Athy says he's known superintendents who liked their beer too much, but they later realized that drinking heavily wasn't healthy. "They discovered that there's not much future in burning the candle at both ends."

While alcohol still plays a role in industry social settings, it isn't as prevalent as it once was, Moris says. "In the '60s, alcohol was far more accepted in our profession."

Road to ruin

Moris says he began drinking as a teen-ager to mask his low self-esteem, something that hindered him well into his adult life. Moris drank when he attended monthly superintendent meetings because he says he felt inferior in front of his more career-oriented peers.

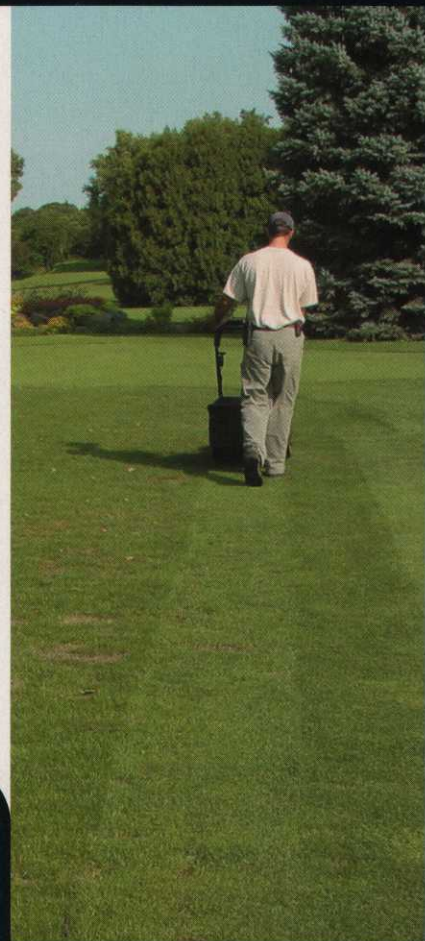
Continued on page 36

"CUTS LOW, STRIPES NICE AND CLEANS UP LIKE A CHARM."

Introducing the I-STRIPE™ 22.

"Our course's practice tee is about 10,000 square feet, and it's important to keep it looking clean. We mow it with our I-Stripe 22 on a daily basis. It's got an adjustable blade that swings right down to a nice, low half-an-inch... looks great on the practice tee. It cleans up my practice tee like a charm—picks up every divot, every broken tee and deposits them in a collection bag. And the rear roller lets it clean and stripe all in one shot. When I'm done with the practice tee, I use it to stripe the clubhouse lawns, too."

*Bill Larson, CGCS
Town & Country Club, St. Paul, MN*



MOWER

SINCE 1919

Call 888.907.3463 to arrange your demo today.

www.nationalmower.com

“I can understand why superintendents turn to alcohol or drugs as an outlet because there's so much **pressure** on them.”

— Mike Sosik,
superintendent

Continued from page 35

Even though he was out drinking the night before, Moris would always be the first one to work the next morning. He also says he never missed work because of his drinking. Getting to work early and not calling off was Moris' way of convincing himself he didn't have a substance abuse problem. That was vital because he didn't want to even think about quitting drinking.

“That's the last thing I wanted to do,” Moris says. “Drinking was my life.”

Moris only drank beer in the early '70s, but later in the decade he began drinking more wine, vodka and martinis. He wonders if he would have “graduated” on to drugs such as cocaine if he hadn't stopped drinking.

It took a six-week rehabilitation program to convince Moris he had a problem. His advice to others who wonder whether they have substance abuse problems is simple. “If alcohol and drugs are causing a problem, then they probably are a problem,” Moris says.

Moris says he was “ornery as hell” after he

quit drinking on March 4, 1981. He realized he had no friends because his old friends were his were drinking partners. But after about a year of sobriety, he began gaining more confidence in himself and his self-esteem improved. Moris could look in the mirror and smile at himself, something he never did before.

In 1989, Moris formed a group within the Minnesota GCSA to help other superintendents with substance abuse problems. Moris wanted members of the association to know they could come forward anonymously to receive help.

Looking back on his drinking days, Moris realizes that alcohol nearly led him down a road to ruin.

“All the problems I had and drank to escape were always there the next day — and worse,” Moris says. “Alcohol and drugs aren't going to hide your problems. They will only make them worse.” ■

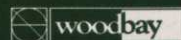
You can reach Aylward, the author of this article, at laylorward@advanstar.com

Drive for show putt for dough

greensIRON³⁰⁰⁰

For a smooth and consistent path to the cup

- “Feather Touch” operation • Non-slip rubber coated drive roller
- Reduces recover time and inconvenience to golfers after aerifying and top dressing greens
- Reduces the need for double cutting
- Consistent green spread – green to green and day to day ... just like the tour events!
- Turf venting and broom attachments



Toll Free **1 800 661 4942**

Email: woodbay@greensiron.com

www.greensiron.com

Cruisin' with Pete Leuzinger

...another Golfdom fan.

Personal:

Peter Leuzinger, CGCS,
Ivanhoe Club, Ivanhoe, IL.
Superintendent 28 years.
Married 2 children,
3 grandchildren.

Favorite hobby:

"Golf. That's one of the reasons
I got into this business.

One desire before you die:

"Play the Old Course at
St. Andrews."

Favorite movie:

"You're going to laugh; it's
Beauty and the Beast. I love the
music, and the kids love it,
and we watch it together."

Favorite word:

"Pecuniary. It means, 'of, or
relating to money.' It just rolls off
my tongue-has a nice sound.
And, I like money!"

Best part of the day:

"The morning - I love the sunrise,
particularly if I'm free to tour
the course. It's my favorite time
and I cherish that."

Why you read Golfdom:

"Pat Jones editorial - I always open
to that page first. Golfdom is the
right length, good quality, and
always has a great
environmental article."

Favorite place to read Golfdom:

"In my boat!"

Pete Leuzinger with grandchildren
Derek, 6 Jenna, 3 and Billy, 5 years
old. Their Daddy is Jeffrey Leuzinger

Golfdom

Connect with the customers that connect with Golfdom.

For advertising information, call Patrick Jones, Publisher
800-225-4569 or log onto www.golfdom.com

Welcome to 'Turfville'

Lewistown, Pa., is a breeding ground for superintendents — thanks to a top turf school and the influence of one man

BY KEN KRIZNER

Although Pennsylvania has two of the most renowned golf courses in the country — Oakmont GC and Merion GC — and one of the most famous golfers — Arnold Palmer — you probably wouldn't think of the Keystone State as a mecca of the sport, let alone for golf course maintenance. You might become a superintendent if you grow up in Florida or Arizona; you might grow up to be a quarterback or linebacker if you live in central Pennsylvania.

But Lewistown, Pa., situated in the Appalachian Mountain region of central Pennsylvania about halfway between Philadelphia and Pittsburgh, has boasted an unusual number of superintendents and aspiring superintendents the past 30 years. Most started their careers at Lewistown CC and have gone on to run their own courses in Delaware, Arizona, South Carolina, other parts of Pennsylvania and elsewhere throughout the country. Among the younger alums, Lewistown has earned the nicknames "Turf Mecca" and "Turfville."

Perhaps it was the environment they were born into that led almost 30 young men to become superintendents. Lewistown is a haven for

outdoor enthusiasts. Tourists visit the area to camp, hunt and fish in the numerous state parks.

"You grow up outdoors when you live in this area," says Jason Bell, a Lewistown native who is assistant superintendent of Bent Creek CC in Lancaster, Pa. "You hunt and fish. There aren't many office jobs. You're combining your recreation and your work."

Bell and others point to two reasons why Lewistown has become such a breeding ground for superintendents: Penn State University in nearby State College; and Jay Kline, superintendent of Lewistown CC since 1973. According to Kline, more than 20 of his former employees have gone on to become superintendents and assistant superintendents, and most of them attended Penn State.

The Penn State connection

On average, about 40 percent of applicants to the two-year program at Penn State's Golf Course Turf Management Program come from Pennsylvania, says George Hamilton, PSU's assistant professor of turfgrass science. Thirty years ago, that might have seemed like a high number of applicants to come from a cold-weather state. But times and the industry have changed.



GREG SPAINCAKE

"It was unusual 30 years ago when a superintendent's responsibilities ended with the conclusion of the golf season," Hamilton says. "But the industry has changed so much, there is no longer an off-season. [Northern] superintendents use December, January and February to evaluate the course, undertake minor reconstruction projects and continue their education through conferences and seminars."

The school's influence can't be overstated when discussing the plethora of superintendents to come out of central Pennsylvania.

"Penn State taught me the basic information that prepared me for my career," says certified superintendent Bill Shirk, a nephew of Kline and president of Atlantic Golf in Maryland. Shirk, who graduated from Penn State in 1972, manages three golf facilities and 81 holes. "Penn State taught me how to use my experience and how to find answers to my questions. It taught me how to grow grass."

Tom Regan, certified superintendent of the Karsten GC at Arizona State University in Tempe, Ariz., says Penn State's location is a major factor why so many superintendents come from Central Pennsylvania.

"Most of us didn't know what we wanted to do with our lives," says Regan, who grew up in

Lewistown. "We tried [working on golf courses] and found we liked it. Penn State gave us direction. I have a lot of friends from Pennsylvania who are still superintendents after 25 years."

Shirk says the trickle-down effect from Penn State is another reason why Central Pennsylvania is home to so many superintendents. "There are so many high-quality superintendents that have gone on to great careers, and they have trained so many people themselves and sent them to Penn State," he says.

Lewistown's 'godfather'

If there's one person that stands at the heart of the numerous men who have come out of central Pennsylvania to become superintendents, it's Jay Kline. Bell describes Kline as "the godfather" of golf in Lewistown. Regan, who grew up on the Lewistown course and worked there for two summers after a stint in the Coast Guard, says nobody does more with what he has to work with than Kline.

"Jay is in a unique situation," Regan says. "The course doesn't have a lot of money, but Jay is a hard worker who does a good job with limited funds. I learned how to maintain a golf course while working for Jay."

Continued on page 40

Jay Kline, long-time superintendent of Lewistown CC, is called the "godfather of golf" in the town.

Welcome to 'Turfville'



GREG SPANCAKE

Jay Kline (center) has had a lasting impact on many people who have worked for him, including his sons Danny (left) and Eric.

Continued from page 39

During high school, the now 55-year-old Kline was planning to become a draftsman. But his high school guidance counselor, Park Middlesworth, recommended that Kline consider a career as a superintendent after seeing the results of his aptitude test. Following graduation from Kishacoquillas High School in nearby Reedsville, Pa., in 1965, Kline went to work at Seaview CC in Atlantic City, N.J., where the guidance counselor's brother-in-law was an assistant superintendent. It didn't take long for Kline to realize his calling.

"I was going down [to Atlantic City] to earn money to go to drafting school," he says. "I was on the course for two weeks, and I knew what I wanted to do with the rest of my life.

"I worked with a great bunch of guys, some of whom had been at the course for 40 years," Kline says. "They talked about how much they enjoyed the work. It had a total effect on me. I never touched a golf club or set foot on a golf course until I took that job."

He was hooked.

Graduating from the two-year program at Penn State in 1967, Kline went to work as head superintendent of Lost Creek GC in Mifflin County, Pa., where he spent the next two years. For the three years after that, he worked at a nine-hole course in Delaware, but the country and mountains of home were never far from

Kline's heart. Returning in 1972, he worked for six months as grounds superintendent for the Mifflin County School District before taking the job as superintendent at Lewistown CC in January 1973.

All in the family

In the 35 years since graduating from Penn State, Kline has had a lasting impact on the lives of many men who have worked for him.

"I try to instill a good work ethic in my employees," Kline says. "None have had a bad work ethic. I just helped to improve it. I also try to instill the idea that we are stewards of the land. We're taking care of it to the best of our ability so we can pass it on in better shape to the next generation."

It starts in his family. Kline's sons, Danny and Eric, have followed their father into the superintendent business. Eric is superintendent at Nittany CC in Bellefonte, Pa., about 50 miles from Lewistown. Danny is working for his father at Lewistown as the assistant superintendent. The plan is for him to become superintendent when his father retires.

After working in the Lewistown pro shop and in a factory, Danny started working for his dad in September 1993. Eric also began in the pro shop before going to work for his father in 1995. He became superintendent at Nittany three years later.

Both say their father expected more out of them than other employees. Eric was his night waterman. Danny says he'll go "above and beyond the call of duty" because Jay is his father.

"He expects more out of me because I'm his son," Danny says. "He wants me to learn things the hard way. He doesn't like automation; I love it. As he teaches me things the hard way, I try to teach him how to do his work the easy way [by using computers]."

Eric says the most important trait he learned from working with his father was temperament. "I learned how to treat people, both above and below me," he notes. "He is a straight shooter who rarely gets angry. I developed that [trait] by watching him."

Jason Bell worked for Jay Kline during the summers from 1993 to 1998. While he always knew that he wanted to work outdoors, he didn't find his calling until those days at Lewistown. Today, Bell uses the experience he learned from Kline as the assistant superintendent at