

The GRASS ROOTS

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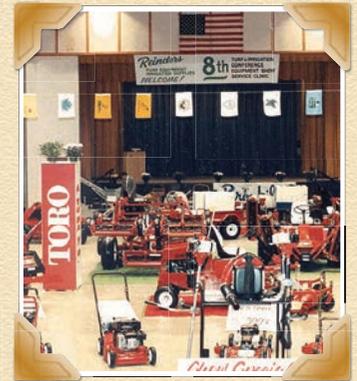
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Networking and Camaraderie

By Chad Harrington, General Manager, Autumn Ridge Golf Course

As the weather quickly turns cold, and we put our golf courses to bed to the 2014 season my term as president is also coming to an end. I'm sure if we look back at all of the past presidents before me, many of them would say something very similar....Where does the time go? It truly feels like last week that Past President David Brandenburg called to ask if I would consider sitting on the WGCSA Board of Directors. I remember thinking what an honor it would be to serve such a historic and well respected association within the golf industry. I have to admit, I was extremely intimidated attending my first Board of Directors meeting 11 years ago and I'm not sure I said a thing outside of introducing myself, but the times have definitely changed. I sometimes have a tendency to over-share my opinion at meetings, and I now feel like the "old guy" in the room.

I need to thank all of you in our association for giving me the opportunity to be involved with WGCSA in such an exciting time for our game and profession. We have seen a lot of change to the game of golf over the past 11 years, some of it good and some has been very trying for many of us. We have had to reinvent how we budget and maintain our courses, how we schedule our time at work and at home, and interact with reduced staffing in all facets of the industry. I would also like to thank each board member that have given so much of their time over the past two years of my presidency. With our board being spread around the state and time at a premium, committee involvement and reasonability has been very important to our success and I cannot thank each of you who have given your time to make the past two years go so smoothly. I know I have mentioned it numerous times, but our association is in a much better place because of our Executive Director Brett Grams. His passion, organization and professionalism have allowed the WGCSA to thrive while others have struggled. Thank You Brett for all you do for the WGCSA to al-

"members find one of the greatest assets to our association is the camaraderie and networking opportunities"

low the board members time to serve and still maintain our positions within our own facility. I am not sure how I would have been able to keep my head above water the past two years without your help.

Being involved with the WGCSA as a board member and now president has been extremely rewarding to me. As you are aware, our association hosted a survey that over 40% of you filled out and filed. One of the key points for me in the results of the survey, was in regard to "what the membership sees as it greatest asset or value". *The Grass Roots* and Symposium always seem to get very high praise and should for all of the work that goes into make them as successful as they are, but even in examples from the symposium, members find one of the greatest assets to our association is the camaraderie and networking opportunities. I would agree that the friendships that were forged and relationships that have been made with members our industry have been extremely valuable. The unfortunate part of that is, those friendships were available long before I joined the WGCSA Board of Directors. The opportunity to commiserate with fellow superintendents and Industry Partners is a main focus of every event we host and we will be changing a couple of events to allow more time for social activities next summer. I encourage each of you to find the time to attend at least one WGCSA event next year, become engaged, and utilize the power of networking within our Association.

For me, the biggest detail I took form the 2014 Survey is that our association is not broke. Our membership is strong and for the most part, we are on the right path. We are financially strong, we give back to turf grass research that will benefit all of

us in the future, as well as offer personal and professional education to the membership. The WGCSA has had great leadership with unbelievable insight that have positioned us to remain viable for nearly 85 years and with the current makeup of the Board of Directors the future looks very bright.

Thank you again for the opportunities you have given me within the WGCSA. It has been an honor to serve this association. I would also like to congratulate and welcome Jim Van Herwynen as I pass the presidential gavel to him this December. Jim is a great man that will serve the WGCSA well with honor and enthusiasm. Please make sure you welcome him as our new president as we continue to move forward under his direction. Thanks and have a great 2015! 



President Harrington leads the 2013 fall business and election meeting.

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A Manganese Mystery

By Dr. Doug Soldat, Department of Soil Science, University of Wisconsin – Madison



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This summer something strange happened on our long-term soil potassium study. As you may know, since 2012 we have been manipulating the soil potassium levels on a sand-based putting green with 'A4' creeping bentgrass at the O.J. Noer Turfgrass Research and Education Facility. So far, we've seen only one difference among the treatments that range from high to low potassium – you can find out more in the May/June 2014 issue of *The Grass Roots*.

We are interested in learning how potassium affects disease pressure, so we haven't treated the plots with a fungicide since 2012. In the picture below from summer 2014, you'll see pretty intense dollar spot pressure as a result of not treating the plot area. Potassium nutrition level did not affect dollar spot damage, but we did notice something strange – a general yellowing of the turf regardless of potassium status. At first, we assumed it was a nitrogen deficiency, but the yellowing continued despite applications of urea, ammonium sulfate, and struvite (Crystal Green, 5-28-0). The yellowing just kept getting worse as the season progressed. Two areas on the green were not yellowing. The first was a small section within a foot or two of the Kentucky bluegrass border (native soil) and the second was a strip that received regular overspray of fungicides from an adjacent putting green (Figure 1). Since the nitrogen was not solving the problem, we took grass tissue

samples from the green area near the border and the adjacent yellowing turf (Table 1).

The tissue nutrient content results were interesting. We found slightly more nitrogen in the yellow turf than the green turf, confirming that nitrogen was not the issue here (Table 1). The P content was way above normal suggesting that the tissue was likely contaminated with struvite particles from the recent application. Struvite contains Mg, which could also explain the relatively high levels of Mg in the yellow turf sample too (possible contamination). The rest of the macronutrients looked fine, having levels above the minimum levels classified as normal. Similarly, all the micronutrients were above the minimum levels for normal. The only nutrient that showed much of a discrepancy between the yellow and green turf was manganese – 55 ppm for yellow turf vs. 102 for green turf. Yet, 25 ppm manganese is understood to be normal. With no other information to go on and nothing to lose, we decided to make an application of manganese sulfate (Main Event, 6-0-0, 2 oz/1000 sq. ft.). In addition to 10% Mn, Main Event contains 1% Mg, 2% Fe, and 0.5% Zn. In a perfect world we would have applied only Mn – but it's not a perfect world and Main Event is the only source we could get our hands on with short notice.



Figure 1. A view of the general yellowing of the bentgrass on a sand green. The bentgrass within a foot or two of the native soil under the Kentucky bluegrass looked normal (except for the dollar spot).

| Tissue Nutrient | Yellow Turf | Green Turf | Normal* |
|-----------------|-------------|------------|-------------|
| N, % | 3.15 | 2.93 | 2.75 – 6.00 |
| P, % | 1.80 | 1.29 | 0.30 – 0.60 |
| K, % | 1.74 | 1.89 | 1.00 – 2.60 |
| Ca, % | 0.76 | 0.69 | 0.5 – 0.75 |
| Mg, % | 0.80 | 0.49 | 0.13 – 0.60 |
| S, % | 0.62 | 0.46 | 0.20 – 0.50 |
| Zn, ppm | 56.68 | 40.25 | 20 – 250 |
| B, ppm | 11.89 | 7.87 | 6 – 30 |
| Mn, ppm | 55.62 | 101.60 | 25 – 300 |
| Fe, ppm | 390.3 | 488.6 | 50 – 500 |
| Cu, ppm | 18.14 | 15.44 | 5 – 50 |

*Adapted from Jones (1980) and Mills and Jones (1996)

Table 1. Tissue nutrient content from the yellow and green bentgrass shown in Figure 1.

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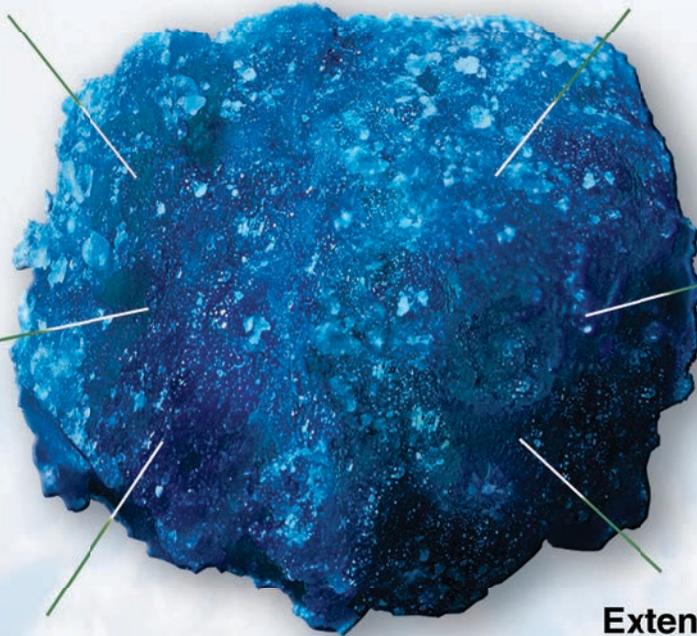
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WISCONSIN SOILS REPORT

We applied Main Event on a Friday afternoon in July 2014 using a handheld spray boom. The plots are spaced so that the spray boom leaves a few inches of non-sprayed border area between the plots. By Monday the yellow turf had greened up and we could clearly see the spray alleys (**Figure 2**). Unfortunately, we were not able to confirm that the manganese levels increased in the tissue as a result of the application. The reason was because we sprayed a fungicide to stop the dollar spot shortly after the picture in Figure 2 was taken. Following this application, the areas not treated with manganese began greening up and we no longer had a yellow area to collect clippings from and compare to the green areas. This was disappointing and perplexing. It made me wonder if the yellowing was somehow related to a disease. Dr. Koch assured me that the yellowing was not caused by a disease.

Yet the fungicide effect was clear. In addition to the fact that the yellowing subsided after the fungicide application, the far edge of this study abuts another root zone that is regularly treated with fungicides. The sprayer usually sprays about 10 feet into the root zone where we conduct the potassium study - but not far enough as to spray the potassium plots themselves. The fungicide treated area never showed the yellowing - there might be a connection between the manganese and the fungicide.



Figure 2. Plots shown 72 hours after a manganese application using a hand-held spray boom. The strips between the plots were not sprayed and exhibit the chlorosis. A fungicide application made shortly after this picture was taken greatly reduced the yellowing in the non-treated areas.

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WISCONSIN SOILS REPORT

Manganese exists in three forms in the soil: Mn²⁺, Mn³⁺, and Mn⁴⁺. Plants only utilize the Mn²⁺ form. The unavailable forms are called “oxidized”. Could it be that Mn was being oxidized to the unavailable forms in the soil? If so, what does this have to do with fungicides?

An article published in Environmental Microbiology reported Mn oxidation by soil-inhabiting fungi under field conditions (Thompson et al., 2005). The authors concluded that Mn-oxidizing fungi play an underappreciated role in the cycling of Mn in soils. While this mystery is far from being solved, my hypothesis is that the lack of fungicides for several years allowed for the colonization of Mn-oxidizing fungi.

These fungi slowly converted the Mn²⁺ to Mn³⁺ or Mn⁴⁺ to the point

where Mn²⁺ became growth limiting. The application of the Mn²⁺ (Main Event) quickly corrected the color and growth deficiencies, and a fungicide application further corrected the yellowing in the spaces between the plots. My explanation for the green turf near the Kentucky bluegrass border is that the bentgrass roots were growing into the native soil which likely had higher levels of available Mn²⁺.

In summary, manganese chemistry in soil is complicated and influenced by microorganisms. How you manage those microorganisms can influence manganese availability. Even though this appears to be a unique and possibly rare situation, my recommendation is to consider applying small amounts of manganese on a semi-regular basis on sand based putting greens where fungi-

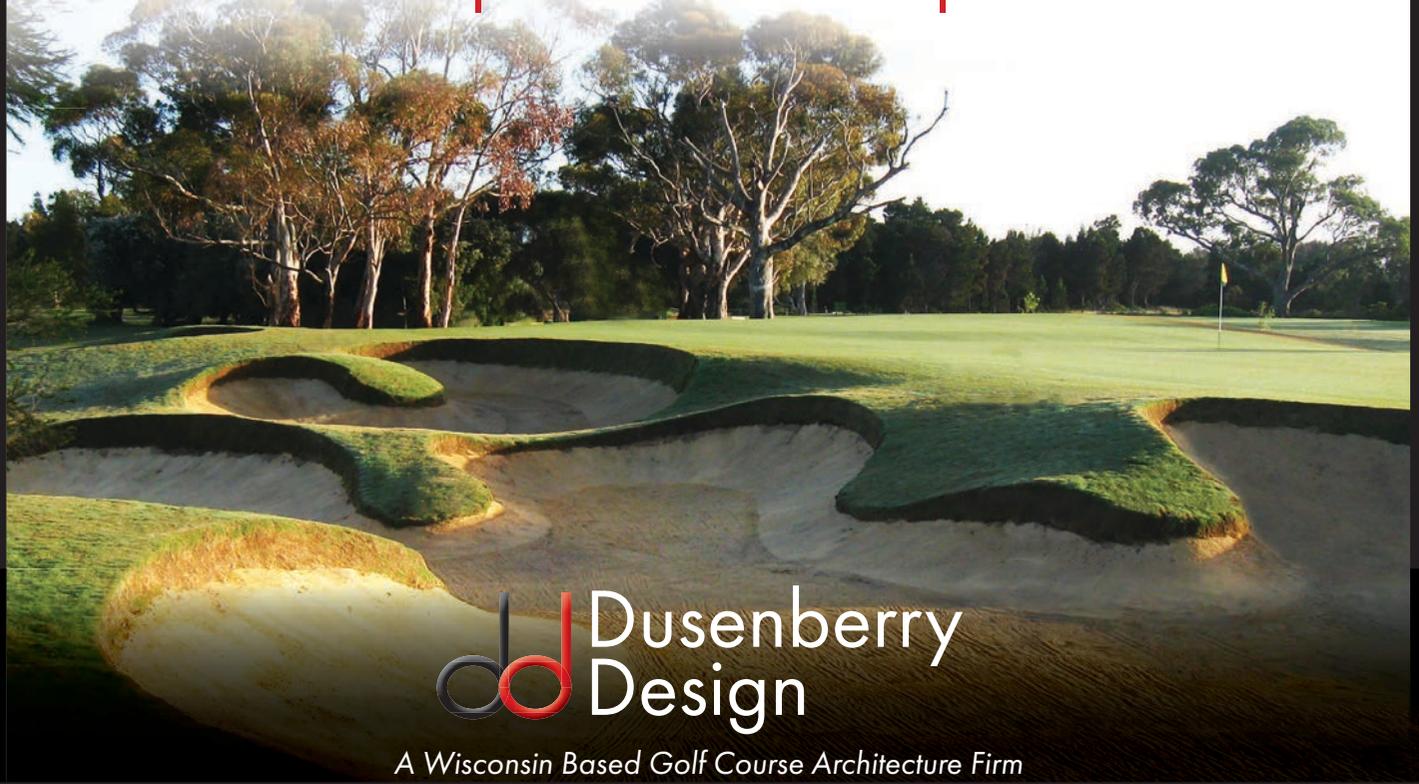
cide use has been eliminated or reduced. Also, keep in mind that Take-All Patch Disease has been shown to be surprised by applications of Mn²⁺ (~1 oz/1000 sq. ft. or 2 lbs/A) by researchers at Rutgers University (Heckman et al, 2003). We will keep a close eye on these plots next season, and will be better prepared to document the manganese deficiency if and when it returns. 

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A'Bandon'ing Augusta?

By Tyler Gerritts, Undergraduate Student, UW-Madison

EDITORS NOTE: This submitted student article is eligible for the Monroe Miller Literary Scholarship, awarded each year to the author of a selected article.

Tyler is expected to graduate December of 2014 from the Turf Program with a degree in Soil Science under advisor Dr. Doug Soldat.

Golf has been fighting two battles, its decline in popularity and its perceived negative environmental impact. Decreased rounds and course closures are signs that golf's popularity is declining. Increased potable water scarcity across the country means its non-essential use on golf courses will continue to be closely scrutinized. These well documented issues have received considerable attention and there has been many proposed solutions. "Grow the Game" campaigns and increased environmental awareness in the industry have become prevalent.

However, these issues persist and effective solutions are still needed. Although its popularity and its environmental impact are seemingly disparate issues, a single solution has been proposed that can solve both of golf's biggest problems. But anything that sounds too good to be true should be examined carefully; though still seriously considered in case that it can indeed be effective on both fronts. The proposed solution: 'firm and fast'.

Currently, typical American courses are anything but firm and fast, save a few recent exceptions. In fact, if the typical American golfer was asked to describe the ideal golf course, almost undoubtedly their description would be an image resembling a hole at Augusta National in Georgia, home of the famed Masters tournament. Perfectly manicured fairways and greens, a uniform shade of deep green, framed with colorful flowering ornamentals has become the standard of golf course maintenance.

Every spring, the pristine beauty of Augusta sets the bar for all courses to meet as images of the course are shown. Audienc-

es from Wisconsin and across the country see these images, and it is not surprising that they demand their local courses to be on par with the 'Augusta' look. The aesthetics of one's course has become a source of pride for golfers and superintendent's excuses are not tolerated. As a result, American golf courses are expected to be landscapes with picturesque, perfect, and lush turf conditions.

In addition to setting the standards of course aesthetics, well irrigated, lush, wall-to-wall turf has created an American style of golf. Under these soft and lush conditions, golf is played through the air.

In addition to setting the standards of course aesthetics, well irrigated, lush, wall-to-wall turf has created an American style of golf. Under these soft and lush conditions, golf is played through the air.

The game appears to be much simpler on American courses; on British Open courses, the game rarely appears simple. This is evident when viewing golf tournaments in the States compared to those in Europe, especially the British Open. At American venues, balls land and stop. At European venues, balls land and roll and roll. Players must employ a ground attack as well as an air attack and a careful strategy is required. A typical Open Championship features all sorts of non-traditional shots, at least when viewed from an American perspective. It is also common to hear commentary on how American golfers are not well suited to play on these relatively firm and fast, usually brown, conditions. Based on American success in the British Open compared to that at the PGA Championship, it does appear these claims are somewhat validated. Americans have won only 27 of the last 50 British Opens, they have won 38 of the last 50 PGA Championships. The observation that Americans

golfer's games are tailored to American courses and vice versa is evidence of the variable turf playing conditions found here and across the pond.

The American standard of golf course aesthetics, that is, totally green and lush, has serious implications for both of golf's aforementioned crises. Simply put, this standard requires large amounts of inputs, especially water. Also, it makes the game one dimensional, removing creative shot-making and emphasizing only an aerial attack. A transition to a firmer and faster standard has been promoted as a way to reduce water use and make the game more popular as creativity will be required with every stroke. In a blog post "Never Doesn't", Dr. Frank Rossi makes the argument that firm and fast conditions can indeed solve two problems with one new approach. "Never Doesn't" is a reference to comments made by Bubba Watson. He was referencing a "shot I normally hit when playing in the US", that hit the green and rolled into the water. Much to his surprise, his ball "never doesn't" stop indicating that indeed different shots are utilized on American soil owing to the different turf conditions. Although a promising and relatively simple solution, it remains to be a widely implemented and proven model.

Furthermore, in an article titled "Firm and Fast, At Last!", the USGA claims the transition will improve turf health, reduce environmental impact, save money for courses and enhance playing conditions. The article boldly states that that "America will see a paradigm shift" and that the future of golf "is not lush and green, it is firm, fast, and green". Also, it states that firm and fast does not mean brown or dying turf, it means "firm, fast, and green with some brown". Discerning this subtle difference will surely confuse the most experienced superintendents and players. The article says firm and fast conditions are not the exception but the norm in the UK and Ireland but it is a myth that these conditions mean brown turf.

STUDENT ARTICLE



The immaculately groomed and green 10th hole at Augusta National Golf Club (Left) stands in contrast to the native dry look of the 6th hole at Bandon Dunes Resort.



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STUDENT ARTICLE

This implies that the American version of firm and fast is somewhere between lush and brown turf, a medium zone with the best of both worlds. Again, attaining this balance will surely be a challenging endeavor especially with unsuitable grasses and soils. Bandon Dunes resort in Oregon is used as the premier example of the firm and fast movement, promoted as the “quintessential firm and fast golf course”, but several other courses are also listed. For example, at Lahontan Golf Club in California, the members like to refer to the superintendent as the ‘brownkeeper’ and the putting greens as ‘browns’. Interestingly, it also says that the tees, fairways, and greens are ‘healthy and green’. The primary hurdle to achieving firm and fast and all its benefits, according to the article, is golfer expectations. It is noted that courses often advertise “lush and green” conditions and even at Bandon, there are some guest complaints about the conditions. From the superintendent’s perspective, an equally difficult hurdle will be managing slightly browned turf that is constantly being pushed to its limit.

It is fair to say that, at a minimum, a ‘firm and fast’ philosophy can reduce water usage, improve playing conditions for experienced golfers, and even improve turf health if done properly. However, it may not grow the game and decrease the environmental impact. The USGA’s definition of firm and fast, gives the impression that it simply means watering less so that the turf begins to brown but still barely maintains a green color. There is no mention of cultural practices that can be used to promote firmer/faster surfaces. Additionally, if firm and fast merely means using less water, it is just a catchy marketing name disguised as water conservation; yet its name implies something different, something much better. For a limited subset of courses with the appropriate soil, grass types, and clientele, such as Bandon Dunes, the firm and fast philosophy is a great strategy. However, it is likely that it is more of a niche philosophy, than a wholesale philosophy the industry can adopt in this country. Firm, fast, green with some brown, as the USGA suggests, means turf health may be compromised as it is under constant drought stress. A constant tightrope walk with no net for the

superintendent and the turf.

Saving water should be a priority for golf courses, especially in areas where it is scarce, but dense, healthy turf prevents significantly more nutrient losses and erosion than thinned, brown turf. Firm and fast conditions will save water, but in fact, may cause more nutrient and pesticide loading into water resources as runoff will assuredly increase. Research has clearly shown that healthy, dense, well fertilized and irrigated turf minimizes nutrient losses to runoff and leaching*. Further, practices that reduce turf health and ground coverage lead to increased nutrient losses*. This is in direct contradiction with the

firm and fast philosophy where turf will thin and root systems will shrink when irrigation is withheld, leading to increased nutrient losses into water resources. In a similar fashion, research has found that fertilizer bans aimed at protecting water quality can have the unintended effect of actually increasing nutrient losses**. The authors attributed the increased runoff to the poorer growth of the unfertilized turf**. Water quality is just as important as quantity; the gain in quantity available for other uses may be erased by decreased quality. Ironically, generously applying water to produce lush, green turf may be better for the environment.



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Defining and implementing firm and fast is a difficult task in itself, much more difficult is agreeing on the exact ratio of green and brown that should blanket the course. Certain grass types such as fescues are better suited for firm and fast, but courses with grasses susceptible to drought stress are very limited. Drying out bentgrass and *Poa annua* fairways could easily lead to dead turf and frustrated golfers. Superintendents are not going to risk their job or at least their reputation chasing the ideal of firm and fast. For public courses, poor aesthetics may do more damage than good, considering most average golfers expect the course to be green and lush. At private courses, consensus amongst the members is unlikely and separate camps will develop. Playability is often less important than appearance for all but the best amateurs. There will be a steep learning curve for turf managers and players alike. Assuming courses are made firm and fast, novice golfers may find that the new conditions are too difficult, frustrating, or inconsistent and lose interest. Superintendents may incur greater initial costs as they may need to replace areas of dead turf or allocate more labor to hand water the course. Homeowners and communities may object to the brown conditions if it means decreased property values, espe-

cially in areas of the country where there are abundant water resources to utilize.

Going forward, the widespread adoption of firm and fast is unclear. Brown, green, or green with some brown, may appear simpler than the previous two concerns it was supposed to solve. In reality, it is an equally complicated matter because it will require managers and golfers to somehow agree on a desired shade and this will be different at every course. Despite the legitimate benefits, superintendents and golfers will be reluctant to change. Jobs may be at stake for maintenance staffs and golfers may simply prefer aesthetics over playability. As such, firm and fast may just be a fad that fades away. Golf courses may continue to aspire to the Augusta look, well irrigated and uniformly green to appease their members. Superintendents will happily rest assured their turf will survive through each season and golfers can admire the perfection that they have always desired. Nutrient losses will be minimized although large amounts of water will be used. On the other hand, there may be a real movement occurring. Golf course management may be trending to a links style more like Bandon and less like Augusta. In this regard, there will be far reaching effects for either route that golf follows. Course designs will be modified, grass species grown

will be different, water will be saved but its quality may decline. Perhaps most important, golf's environmental perception may improve, although actually worsen. A new brand of strategic, creative golf may become the norm and lead to increased popularity alluring more people to play. 

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Turfnet.com Frankly Speaking, Dr. Frank Rossi "Never Doesn't"
<http://www.turfnet.com/blog/4/entry-565-never-doesnt/#commentsStart>

USGA "Firm and Fast, At Last!" Brian Whitlark and Derf Soller June 23, 2010
<http://www.usga.org/news/2010/June/Firm-And-Fast,-At-Last/>

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Managing Earthworms In Turf

By Dr. R. Chris Williamson, Department of Entomology, University of Wisconsin – Madison

For those of you who have had to deal with earthworms, you are likely fully aware of the potential turf problems that they can pose. Despite having several beneficial attributes including soil formation, soil enrichment, aeration and drainage, organic matter breakdown and incorporation, and even enhancement of microbial activity, earthworms produce earthen soil castings that disrupt the uniformity, appearance and playability of affected areas. Earthworms often occur in turf areas including putting greens, green approaches and collars, tee boxes and fairways. Because these aforementioned areas consist of low-cut turf, earthworm casts are typically more apparent compared to higher-cut turf areas. Earthworm casts result in an aesthetically displeasing, muddy surface that not only creates an uneven and occasional unplayable surface, but also impedes the ability of turfgrass plants to photosynthesize due to surface sealing that can result in turf damage or death. Furthermore, mechanical damage to golf course mowing equipment including bed knives and reels is not uncommon.

Earthworms are soil-inhabiting animals that belong to the animal order Oligochaeta; there are an estimated 8000 species from about 800 genera of earthworms worldwide. Earthworms are found in soils in temperate areas predominantly belong to the family Lumbricidae. In the United States, more than 150 species of terrestrial earthworms that represent 10 families have been reported. Only three species including *Lumbricus terrestris*, *Aporrectodea caliginosa*, and *A. longa*, are commonly found in turfgrass ecosystems and are known to construct earthen casts. Earthworms are quite common in a various ecosystems including natural forests, grasslands, agroecosystems, including turfgrass and even aquatic ecosystems. There are about 42 species in southern states North Carolina while in more northern regions of the

United States including Michigan and Minnesota there are less than have as many species.

Earthworms are typically more common in medium-textured soils compared to sandy soils. It is understood that soil texture likely directly affects earthworm activity when abrasive or gravelly soils exist. To this end, earthworms are often much less abundant or rare in soils with very coarse texture, likely due to physical abrasion of the body surface (i.e., cuticle) by coarse minerals.

Among the three species reported in managed turfgrass, *L. terrestris*, often referred to as the night crawler, is the primary earthworm species that creates earthen casts.

Night crawlers are reported to construct semi-permanent, vertical burrows that can extend up to several feet deep in the soil. In turfgrass ecosystems where regular irrigation and food supplies (i.e., grass clippings and soil organic matter) are relatively constant and abundant, earthworms tend to remain close to the turf surface, migrating up and down in the soil profile with fluctuations in soil moisture content and temperature, and atmospheric pressure.

Several environmental and cultural factors affect earthworm distribution, activity, populations, and species diversity: climate, soil properties, food, competition, predation, parasitism and disease and land management all influence earthworms.



Earthworm castings smeared by mowing operations while it is wet causes aesthetic and playability issues. This photo from the first fairway at Biltmore Country Club in North Barrington, IL is used courtesy of Superintendent Brian Thomson. (Brian's Blog can be followed at biltmore.blogspot.com)

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WISCONSIN ENTOMOLOGY REPORT

Soil moisture, temperature, texture, and pH are likely the most critical soil properties that affect earthworms. Several cultural management factors have been successfully used to manipulate the soil and turf environment to create conditions that are least favorable to earthworm activity: acidifying fertilizers, removal of turfgrass clippings, pesticide (i.e., fungicide and insecticide) applications and application of topdressing amendments such as sand (i.e., topdressing).

Management

Because earthworms are widely considered beneficial organisms, NO pesticides are registered (or can be applied legally) for control of earthworms in the United States. However, research on the negative impact of conventional pesticides has revealed that several products including some fungicides and insecticides adversely impact earthworms. Newer, reduced risk pesticides (i.e., fungicides, herbicides, insecticides, etc.) may have substantially less impact on earthworms compared to older chemistries such as organophosphate and carbamate insecticides. Research studies have revealed that the use of soil aggregates (i.e., especially those that are angular) may provide a viable, alternative, non-pesticide management option to turfgrass managers for suppressing (reducing) earthworm casts to a tolerable level. Soil aggregates including fractionated coal slag and other related materials such as angular quartz sand may reduce the earthen soil-mounds created by earth-

worms after one or more applications during fall or spring when earthworm casts are most common.

Expellants are useful for assessing populations of earthworms as well as for management. Expellants are surface applied solids or solutions that cause earthworms to rise to the surface, typically in a matter of a few minutes after being applied to the turf, where they typically die after they surface. Tea seed pellets, formaldehyde (formalin solutions), mowrah meal, dishwashing soap and mustard seed powder are examples of earthworm expellants. However, some products may be phytotoxicity to turfgrass or pose a risk to fish or other non-target organisms. Of these aforementioned products, tea seed pellets are the only expellant that results in reductions (80-95%) in castings for about 5 weeks after application. Two formulations of the tea seed pellets are commercially available, they include: 1) Early Bird, natural organic granular fertilizer (3-0-1) and 2) Early Bird, natural organic liquid fertilizer (3-0-0). Both products are manufactured by Ocean Organics (<http://www.oceanorganics.com/golf-course/earlybird.htm>).

For those of you that are challenged with earthworm problems, it is important to understand there is NO "Silver Bullet," product or management strategy that will eliminate earthworms. However, don't despair as earthworms can be effectively managed at acceptable or tolerable levels by implementing an earthworm management strategy. 

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Survey Results

By Chad Harrington, General Manager, Autumn Ridge Golf Course

The WGCSA Board of Directors hosted a Strategic Planning Session facilitated by the GCSAA this Spring. In this session we performed a SCOR Analysis outlining our Strengths, Challenges, Opportunities and Risks to our Association. One of the many goals and action items that resulted from the planning session was to develop a comprehensive Member Needs Survey.

On behalf of the Chapter Manager and WGCSA Board of Directors, I would like to thank the over 40% of the association that took the Survey and share the results of the assessment. The results

of this survey will be used to better service our membership, create new goals based on membership interests, fine tune short and long term planning and assist in budgeting. Thank you for your feedback and thank you for your support of the Wisconsin Golf Course Superintendence Association.

Editors Note: The percentages in the results are rounded off and shown in a format to reduce size.

| Member Classification | | |
|------------------------|------|------------|
| Retired | 2.4% | 4 |
| Class A | 53% | 88 |
| SM Superintendent | 16% | 26 |
| Assist. Superintendent | 12% | 20 |
| Associate | 2.4% | 4 |
| Affiliate | 10% | 17 |
| Honorary | 4.2% | 7 |
| Inactive | 0.0% | 0 |
| TOTAL | | 166 |

| | Who Pays For the Following | | | | | Total |
|---------------------|----------------------------|--------|------|------|--|-------|
| | Employer | Shared | Self | NA | | |
| WGCSA Dues | 86% | 1.8% | 7.2% | 4.8% | | 165 |
| GCSAA Dues | 82% | 0.6% | 3.7% | 14% | | 161 |
| WGCSA Meetings | 61% | 10% | 13% | 15% | | 156 |
| Golf Turf Symposium | 72% | 6.9% | 11% | 10% | | 159 |
| GCSAA Education | 58% | 7.7% | 16% | 18% | | 156 |
| Golf Industry Show | 51% | 11% | 16% | 22% | | 157 |

| Years as a Member of the WGCSA | | |
|--------------------------------|-----|------------|
| 0-5 | 14% | 24 |
| 5-10 | 18% | 30 |
| 10-20 | 40% | 66 |
| Over 20 | 28% | 46 |
| TOTAL | | 166 |

| | Please Rate The WGCSA's Value To You In The Following Areas | | | | Total |
|---------------------------|---|------------|------|------|-------|
| | Excellent | Sufficient | Low | No | |
| The Grass Roots | 68% | 30% | 2.4% | 0.0% | 166 |
| WGCSA.com | 24% | 61% | 12% | 3.1% | 161 |
| Quality of Education | 28% | 59% | 12% | 1.2% | 162 |
| Variety of Education | 22% | 63% | 14% | 1.2% | 161 |
| Golf Turf Symposium | 45% | 38% | 12% | 5.5% | 163 |
| Summer Golf & Educ. Mtgs. | 16% | 54% | 22% | 7.5% | 159 |
| WGCSA Communication | 30% | 60% | 9.3% | 0.6% | 162 |

| How Much Of The Grass Roots Do You Typically Read | | |
|---|------|----|
| All Of It | 32% | 53 |
| Most Of It | 43% | 72 |
| Half | 15% | 25 |
| Less Than Half | 9.0% | 15 |
| Not At All | 0.6% | 1 |

| | Assuming Your Member Dues Will Not Increase, Please Rate The Following On Importance | | | | Total |
|--|--|---------------|----------|------|-------|
| | Very Important | Somewhat Imp. | Not Imp. | | |
| UW & Legacy Scholarships | 20% | 46% | 28% | 6% | 159 |
| UW Turfgrass Research | 65% | 30% | 3.0% | 1.2% | 162 |
| Wee One Charity | 36% | 45% | 17% | 1.2% | 162 |
| Assistant Super. Education | 20% | 39% | 28% | 13% | 160 |
| Membership Meetings & Ed. | 24% | 60% | 14% | 1.9% | 162 |
| Golf Turf Symposium | 42% | 39% | 17% | 2.5% | 161 |
| Possible Annual or Semi - Annual Tradeshow/Conf. | 19% | 40% | 25% | 17% | 161 |

| How Do You Prefer To Receive The Grass Roots | | |
|--|-----|-----|
| Digital Version | 12% | 19 |
| Hardcopy Version | 72% | 118 |
| Both Digital and Print | 17% | 28 |

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| How Often Do You Access WGCSA.com Website | | |
|---|------|------------|
| Daily | 0.0% | 0 |
| Weekly | 11% | 19 |
| Monthly | 45% | 74 |
| Periodically | 42% | 69 |
| Never | 2.4% | 4 |
| Total | | 166 |

| | How Much Do You Use | | | | | Total |
|-----------------------|---------------------|----------------|--------|---------|-------|-------|
| | Daily | Every Few Days | Weekly | Monthly | Never | |
| Email | 92% | 4.8% | 1.8% | 0.6% | 0.6% | 166 |
| Internet and Websites | 90% | 6.1% | 1.2% | 2.4% | 0.6% | 164 |
| Twitter | 22% | 5.0% | 3.1% | 5.6% | 64% | 160 |
| Facebook | 21% | 19% | 4.3% | 8.7% | 48% | 161 |
| Linked In | 4.3% | 9.2% | 14% | 19% | 54% | 162 |

| How Often Do You Log Into The Members Only Portion of WGCSA.com | | |
|---|------|------------|
| Every Time | 49% | 81 |
| Sometimes | 35% | 58 |
| Never But I Can | 4.8% | 8 |
| I Do Not Know - Name or Password | 11% | 19 |
| Total | | 166 |

| Which of the Following Pertain To You | | |
|---|-----|-----|
| I access the internet/emails from home computer | 81% | 133 |
| I access the internet/emails from work computer | 85% | 140 |
| I access the internet/emails from a tablet (Ipad, Kindle) | 42% | 69 |
| I access the internet via a smartphone | 77% | 127 |
| I send and receive text messages via cell phone | 85% | 141 |
| I use a fax machine | 41% | 68 |
| Maintenance facility has Wi-Fi Internet | 57% | 94 |



| I Attend The Golf Industry Show | | |
|---------------------------------|------|------------|
| Almost every year | 40% | 65 |
| Every other/few years | 20% | 32 |
| Rarely | 18% | 29 |
| I never attended | 17% | 28 |
| Other | 4.9% | 8 |
| Total | | 162 |

| | Please Rank The Following Information or Uses For WGCSA.com | | | | | Total |
|---|---|----------|--------|-------|------|-------|
| | Often | Somewhat | Seldom | Never | N/A | |
| Obtain industry news | 20% | 46% | 22% | 8.6% | 3.7% | 163 |
| Register for WGCSA Events | 41% | 29% | 15% | 11% | 4.4% | 160 |
| Calendar & Events | 37% | 40% | 16% | 5.7% | 1.9% | 157 |
| Membership Directory | 22% | 45% | 20% | 11% | 1.9% | 157 |
| Employment Postings | 36% | 36% | 13% | 8.8% | 6.3% | 159 |
| Portal to TGIF and past - issues of The Grass Roots | 11% | 29% | 35% | 21% | 4.9% | 161 |

| Overall The Amount of Communication I Receive From The WGCSA Is... | | |
|--|------|------------|
| Too Much | 0.0% | 0 |
| About right | 95% | 156 |
| Not Enough | 5.5% | 9 |
| Total | | 164 |

| | Rate The Following On How Much Influence They Have On Your Ability To Attend WGCSA Events | | | | | Total |
|-----------------------|---|------|-------|-----|-----|-------|
| | Major | Some | Minor | No | | |
| Budget constraints | 19% | 31% | 27% | 24% | 161 | |
| Time away from course | 52% | 30% | 4.4% | 13% | 161 | |
| Time away from family | 31% | 27% | 24% | 18% | 161 | |
| Time of year | 34% | 43% | 13% | 11% | 159 | |
| Venue / location | 30% | 42% | 16% | 11% | 161 | |
| Value of event | 23% | 48% | 17% | 12% | 161 | |



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Would You Be Interested In Attending A WGCSA Sponsored Event Geared Towards Families?

| | | |
|--------------|-----|------------|
| Yes | 13% | 21 |
| Perhaps | 39% | 62 |
| No | 48% | 77 |
| Total | | 160 |

Please Rate The WGCSA Level Of Communication On:

| | Too Much | Satisfactory | Not Enough | Total |
|-------------------------------|----------|--------------|------------|-------|
| Industry News | .61% | 88% | 12% | 163 |
| Govt. Relations & Regulations | 1.8% | 86% | 12% | 163 |
| Meeting Promotion / Reminders | 1.84% | 96% | 2.4% | 163 |
| Job Opportunities | 1.9% | 91% | 7.5% | 159 |
| Overall Communication | 0.0% | 95% | 5.5% | 164 |

Please Indicate Your Position On PAR 4 Research Program

| | | |
|---|-----|------------|
| I support the program and my employer makes a donation each year | 32% | 48 |
| I have participated in the program in the past but not currently | 11% | 17 |
| I plan on my employer making a donation for the first time in 2015 | 10% | 15 |
| I would like to participate but my employer does not make donations | 20% | 30 |
| I am not interested in making a donation to the Program | 13% | 19 |
| I am not a A, SM or C and cannot donate rounds of golf | 20% | 29 |
| Total | | 148 |

Indicate Which Of The Following Statements Regarding The WI Golf Symposium You Agree With (choose all that apply)

| | | |
|--|-----|------------|
| I enjoy the Golf Turf Symposium and attend as many as possible | 51% | 81 |
| I occasionally attend the Golf Turf Symposium | 22% | 34 |
| I rarely or never attend the Golf Turf Symposium | 26% | 41 |
| I enjoy the event at the American Club every year | 40% | 63 |
| I would prefer to move the venue to save lodging and registrations costs | 22% | 34 |
| I think the timing between Thanksgiving and Christmas is best | 47% | 75 |
| Total | | 158 |

Rate The Importance Of The Following Events

| | Always try to attend | I see value but it is difficult for me to attend | I see little value in event(s) and rarely attend | I think the WGCSA should drop event(s) | N/A | Total |
|--|----------------------|--|--|--|--------|-------|
| Golf Industry Show | 46.30% | 29.01% | 6.79% | 4.32% | 13.58% | 162 |
| Wisconsin Room Hospitality Gathering | 75 | 47 | 11 | 7 | 22 | |
| Annual Assistants Seminar (Education geared to Asst. Supts.) | 14.81% | 29.63% | 6.79% | 2.47% | 46.30% | 162 |
| | 24 | 48 | 11 | 4 | 75 | |
| Spring Business and Education Meeting | 25.47% | 46.58% | 14.29% | 1.86% | 11.80% | 161 |
| | 41 | 75 | 23 | 3 | 19 | |
| Monthly Education and Golf Meetings | 19.75% | 59.26% | 11.73% | 3.09% | 6.17% | 162 |
| | 32 | 96 | 19 | 5 | 10 | |
| Super/Pro | 11.18% | 32.30% | 30.43% | 9.94% | 16.15% | 161 |
| | 18 | 52 | 49 | 16 | 26 | |
| Annual Golf Turf Symposium | 47.20% | 39.75% | 8.07% | 0.00% | 4.97% | 161 |
| | 76 | 64 | 13 | 0 | 8 | |
| Couples Golf Event / Family Weekend | 3.70% | 37.65% | 22.22% | 14.81% | 21.60% | 162 |
| | 6 | 61 | 36 | 24 | 35 | |



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Editors Note: The following are the written comments from the survey.

The board and Chapter Manager Grams will be looking at the results and considering making changes based on the results.

After each section I will give a editors summary on the comments to the best of my knowledge as a 25 year member, past board member and editor. I expect incoming President Van Herynen and Chapter Manager Grams will have more to say in future articles.

Supply any comments or suggestions to improve The Grass Roots Magazine

- Articles from other Midwest researchers.
- More focus on helping lower budget, lower labor and business minded.
- Hard copy is nice.
- Include more "get to know" a superintendent or vendor in each issue.
- Don't forget about low budget courses, they are some of your "Grass Root" research and cutting edge superintendents.
- I worry a digital magazine will decrease the perceived value for the advertisers.
- Great job with the magazine.
- Do not go all digital. Entire crew will pick up and read hard copy.
- Material can be dated due to bimonthly publishing or because it is late being sent.
- Professionally done.
- I like it as is, I look forward to receiving it.
- Have a one page listing of the ads with contact info.
- Hats off to the association for your efforts.
- Look forward to it and happy when it shows up in the mail.
- Continue with current style, as superintendents to write articles if needed.
- Change the layout, especially the cover. It seems as though it is from the 60's.
- I like to hear superintendents or managers explain their operation and what is working for them.
- A section dedicated to association history each issue. Some of us remember the past!
- Spotlight articles on members.
- I think it is great the way it is.
- Maybe have co-editors to share the workload and get the magazine out on time more often.
- Grass Roots seems to have a nearly singular focus on education.
- A superior benefit to our members, Monroe Miller established a high standard and David Brandenburg has matched that standard. We are very fortunate to have a publication like this for our membership.

Editor: Thank you for the feedback. The association is so lucky Danny Quast started this publication and even luckier Monroe Miller turned it into one of the best state turf publications. All I had to do was not mess it up.

The requests for more member spotlights stories

is a great one and board member Josh Lepine from Maple Bluff Country Club is going to start a column on just that starting in January.

There will be a day that costs and technology improvements will force / allow us to go all digital but for now I am glad you enjoy the print copy.

Articles from superintendents on projects are welcomed and I reach out to superintendents I know are doing projects but I have not had any actual submissions from superintendents. I would be happy to help a member write a article or write it myself if they provide the information.

I will remind our writers to include low budget information when applicable to their articles. In their defense many of their articles on research provide money saving methods or the best way to so something so you get the best bang for your buck.

What services or information would you like to see added or changed at WGCSA.com website?

- Regular updates posted and latest articles in trade magazine.
- More job postings.
- Need to keep it fresh. Time for a revision. Not much happens with current site.
- Vendor listings and links to their websites.
- Like to see membership cards again.
- Change the member spotlight on the website. It is a great tool to get to know members.
- Local forum, something where members communicate with each other.

Editor: The Grass Roots is available digitally through our website and the portal to the Turfgrass Information File at Michigan State. You can look at entire issues or search articles by topic or author.

We had a local forum at one time but no one

used it. Currently we have the Noernet or the GCSAA forums for member interaction.

Please provide feedback on the Golf Turf Symposium.

- Central Wisconsin or Dells location would be more neutral.
- Timing needs to be after Christmas.
- Change location every other year.
- Winter date.
- Two full days.
- Everyones favorite, The Dells! Bring Families.
- Education has always been the key to this event.
- Ways to make the course stand out, ways to make our business stand out. Thinking of how we can use our golf courses as a vessel to showcase how we impact the communities around us.
- Change date to mid-November or early to late March. Winter driving is a major negative influence on my decision to attend.
- A location change would be helpful. Fond du Lac or the Dells would be more central and affordable for meals and lodging. Kohler is nice but too expensive.
- I would prefer early January. Still lots going on at work if there is not snow cover.
- The week before Thanksgiving was better with the weather. I would like to see if Kohler was open to a 9 or 18 hole superintendent event prior to the meetings.
- Current Timing seems the best. I am open to a new venue as long as it is not a drastic drop in quality. ie: 4 seasons vs Red Roof Inn.

Editor: Thank you for sharing your ideas on this great educational opportunity. The date is tough due to competition from other events and holidays. The date and location are discussed each year at the symposium committee meetings.



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Golf Industry Show Attendance

- Used to go a lot more when other family superintendents went. It costs too much and company does not like to pay anymore.
- I have gone in the past but current employer will not fund this.
- Just starting to attend again.
- Only attended once.
- Retired, rarely attend.
- Attended once but want to more.
- I used to attend yearly when my employer helped fund it. Now it would be all my expense which would make it very difficult.
- Whenever I feel like going.

Editor: Not much to add here but I will get on a soap box and say the GIS is the best educational opportunity around. The more you put into it the more you get out of it. If you spend most of your show in the hallway you will miss out.

My employer pays every second or third year but I find it worth it to pay my own way the other years because of the knowledge I can bring back.

If you were not satisfied by a WGCSA event please explain why and any suggestions for improvements you may have.

- Western part of the state could use more attention for some events.
- Everything seems so cliquy and snooty. The association has always seemed to be focused towards big budget country club guys.
- Assistants superintendents seminar too much about getting next job and not about turf topics.
- \$60 to play golf on a executive course was too steep of a price to justify playing for the second year in a row.

Editor: The association does not pick our summer events. Courses volunteer and we would welcome volunteers from the west side of the state.

Most of the time I register for events as a single and enjoy playing with and feel welcomed by everyone I play with.

Coming from a medium budget course I disagree that the association and education focuses on only the high budget courses. I as you just need to pick the parts of the research or projects I can afford to do. I go into the meeting looking for how I can adapt what I see or learn to my facility and budget constraints.

Our board and committees are and have been made up of volunteers. Please contact us to volunteer.

I urge you to reach out to those around you as a starting point and drag one of those guys to a meeting or conference.

WGCSA Communication

- More updates or surveys with what other courses do like a mower survey, salary, cutting height etc.
- You post new job openings but not the name

of the person who is hired. I would like to see that.

- In the e-mail age and social media I feel that we should receive updates at least once per week if not twice a week.
- Digital Grass Roots. Also a list of people who have registered for meetings. Update at least once per week.
- Surveys from other clubs. Maybe link with UW Professors on e-mail blasts.
- Regional Job Opportunities, perhaps the entire Midwest.
- It would be helpful if the WGCSA had some sort of an outreach or welcoming process for new superintendents or members.

Editor: If you look at the "Badger State Turf Clippings" column of The Grass Roots often new hires are listed. We are a bit limited to job information that is provided us by the clubs, superintendents and otehr vendors but will make a stronger effort to seek out new hire information. TOOT your own horn members!

It would be great if we could reach out to new members more than we do but often we rely on neighboring members to take it upon themselves to do that for us. I am sure this is something the board will be discussing.

PAR 4 Research

- We received no feedback about our donation as to what was generated from it.
- The program is not advertised to the general public. Superintendents and club personnel should be making their members/players aware of the auction to gain more interest and ultimately more funds.
- I believe that his program has run its course. The same courses donate year in and year out. Love that it is funding research. I don't believe

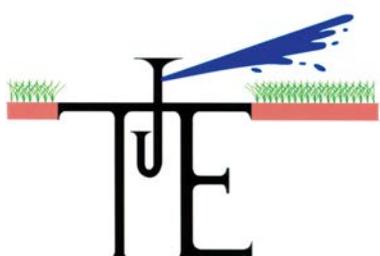
that I will participate this year. Need to find another way to raise money for research.

- I have not donated before, but plan to when the next opportunity arises.
- I helped start the program in the beginning. I think it has been run really well. However I think there are MUCH more important programs or charities we should support.
- I think it is great but I have no say in donations in my current position.
- I would like to see the WTA get more involved in promoting and running the event.
- I think there should be a template or form for donations so all the details are covered and nothing is posted erroneously.
- I keep working on getting the message across to my employer. Thanks all.
- Overall there are too many research programs that need funding. It is too much.
- Recommend getting golf professionals involved with the donation. Add a group lesson to the golf donation.

Editor: You can follow the auction just like the participants do and see how your donation did.

It would be great if each club can advertise the auction in their newsletters or in e-mail blasts to the customers. The association does not have access to that information but the event is promoted to golfers statewide by the Wisconsin State Golf Association.

Thank you for filling out the survey and providing feedback. If you missed out you can reach out to Brett Grams or any board member with your ideas and thoughts. This is your association and we welcome your participation as meeting hosts, volunteers for board or committee service and idea generators.



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How Persistent are DMI Fungicides Following Rainfall?

By Dr. Paul Koch, Department of Pathology, University of Wisconsin – Madison

Probably the first thing that each one of us learned in our introductory turf disease course was the disease triangle; the concept that for disease to occur there must simultaneously be a susceptible host, virulent pathogen, and a conducive environment. As turfgrass managers, however, we frequently impact this triangle through the use of fungicides that can protect the plant and drastically set back or reduce the growth of pathogenic fungi.

An important aspect of fungicide usage is the persistence of the product on the plant in a range of different environments. At Wisconsin we have recently conducted research investigating the persistence of chlorothalonil and iprodione throughout the winter months, concluding that the primary impact influencing depletion of both fungicides was winter rainfall and/or snowmelt events (Figure 1). But what about demethylation inhibitor (DMI) fungicides? Chlorothalonil is a contact fungicide and iprodione is a localized penetrant, but as acropetal penetrants DMI fungicides may respond differently to different environmental conditions. Absorption into the leaf blade may shelter the fungicide from the effects of rainfall and snowmelt, but also may expose the fungicide to the degradative processes happening inside the plant. We intend to investigate the impact of winter conditions

on the persistence of propiconazole beginning in the winter of 2015-2016, and the Wisconsin Golf Course Superintendents Association and Syngenta Professional Products® have graciously provided funding for this project.

In the meantime, a recent study conducted at Ohio State University on wheat may offer some clues as to how DMI fungicides may respond to rainfall events (Andersen et al., 2014). The researchers focused on the fungicide tebuconazole, which is also a DMI fungicide and widely used in Wisconsin for control of snow mold and other diseases on turf. They applied tebuconazole to wheat both in the greenhouse and in the field during a flowering period for the control of Fusarium head blight, and then initiated simulated rainfall events at 0, 60, 105, 150, and 195 minutes following the application. A couple of their findings may be of interest to us in the turfgrass world. First, they found that tebuconazole appeared to be rainfast within 15 minutes in the relatively dry, uniform conditions of the greenhouse and within 60 minutes in the relatively wet, variable conditions of the field. Second, tebuconazole concentration dropped to 50% of the initial level within 6 to 9 days of the application no matter when the rainfall was applied.



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WISCONSIN PATHOLOGY REPORT



Figure 1: The winter fungicide degradation field plot at the OJ Noer Turfgrass Research and Education Facility in January of 2013. Note that snow covered research plots are along the outer edges of the plot on the left and right and the non-snow research plot are within the center.

The results of this paper suggest that rainfall does not have a significant impact on the persistence of tebuconazole as long as 1 hour has surpassed between application and the rainfall event. This would seem to indicate that acropetal penetrant fungicides such as tebuconazole and propiconazole might persist longer in the winter months in response to rainfall and snowmelt relative to iprodione and chlorothalonil. It should be noted that these studies were conducted during the summer months, and whether the same results are evident in our study on turf during the winter months remains to be seen. However, the results presented by the Ohio State team do provide an indication of how DMI fungicides may respond during the winter months, and also offer a potential clue as to why DMI fungicides are so effective when applied to control snow mold. ✓

Literature cited:

Andersen, K.F., Morris, L., Derksen, R.C., Madden, L.V., Paul, P.A. 2014. Rainfastness of prothioconazole + tebuconazole for *Fusarium* head blight and deoxynivalenol management in soft red winter wheat. *Plant Disease* 98:1398-1406.

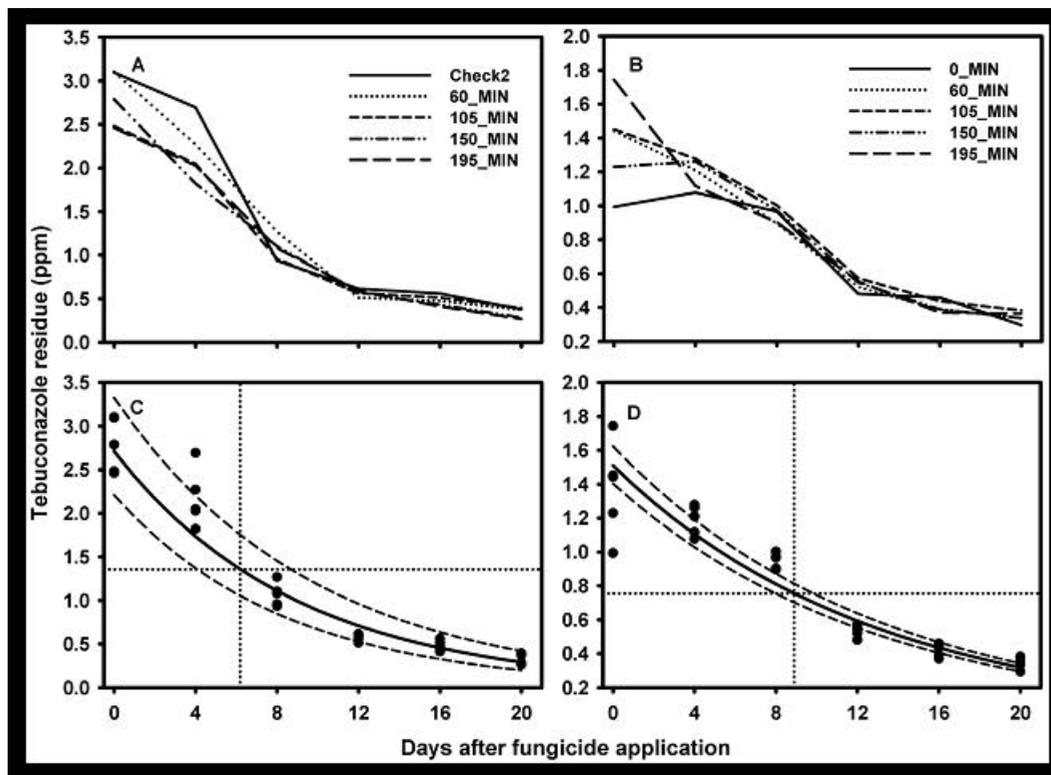


Figure 2: Figure from Andersen et al., 2014 showing the decrease of tebuconazole over time in 2012 (A) and 2013 (B) following simulated rainfall events at 60, 105, 150, 195 minutes after application as well as a on plants receiving no simulated rainfall (Check2).

Weeding Out The Poor Performers

By David Brandenburg, Golf Course Manager, Rolling Meadows Golf Course

I entered the golf business because I was a good dishwasher. I stayed in the golf business because I liked my summer job better than my accounting and communication classes at UW Whitewater.

Whatever your role and title is at your facility, you probably deal with people of different ages and backgrounds. Most of you could write books on unique golfers and the fun they have brought you and your staff but that is a topic for another day.

I want to focus on the most important part of our business, the employee.

I am not sure what major study could prepare you to deal with employee management. Certainly not any of the common turfgrass fields. Not business, education or communications.

Perhaps psychology will help you understand people but not how to interact with them day in and day out. Human Resources will teach you the legal things about employee employer relations but I think only experience and common sense will educate us how to deal with the good employee much less the bad employee.

The four golf facilities I have worked at have all been generally the same. Two or three full time employees and a group of seasonal employees made up of students, retirees and the occasional out of work adult or recent college graduate who is searching for work.

I have met some kids and senior citizens who are great people and well respected employees. They always show up, work hard, take care of the course and the equipment. If they do mess up it is usually a brain lapse that they feel terrible about or a lack of communication on my part and I apologize for it.

And then there is that one or two employees each year that you just cannot reach. I think I am a laid back supervisor who tries to lead by example and reprimands with a calm voice during a discussion. On our staff if a young man or woman needs a more severe scolding it is usually assistant manager James who doles that out along with a sen-

tence of long term weedeating when appropriate.

It reminds me of the movie Cool Hand Luke when the Captain played by Strother Martin hits Luke and says to the other prisoners *"Some men you just can't reach. So you get what we had here last week, which is the way he wants it... well, he gets it. I don't like it any more than you men."*

It is true, you cannot reach some people. I have found it is not because they are dumb or not able to do the job, but because they do not want to. They are selfish and they think their time is more important than ours or their coworkers.

I was discussing employee reviews with my boss and we have to fill out our own review first and then he fills out his review and we compare the numbers. He had stated as a general rule his worst employees review themselves the highest. They think they are doing a good job.

Often we judge ourselves by our intentions while others rightly so judge us by our actions. Bad employees may have good intentions, but bad actions. It is helpful for us to realize they often think they are good employees. We need to remind them they have things to work on or we cannot expect them to get better on their own.

I am understanding and tolerant to a fault when it comes to problem employees. I like to give them the benefit of the doubt. I like to think they are not bold faced liars and they really are having bad luck with flat tires, dead relatives or are sickly.

When the training and the discussions and warnings do not work there comes a time some employees have to go to be fair to yourself and the rest of the hardworking employees.

I dread firing employees, I lay awake at night while my stomach

turns and I wonder why they keep taking advantage of us.

As much as I dislike firing employees I have never felt bad after the fact. Letting bad employee go is a fresh start for myself and the entire staff.

I can clearly see the relief and understanding on the faces of the other employees as they know some deadweight we all were carrying is gone. The staff as a whole is judged by the work of our worst performer.

I subscribe to a e-mail newsletter from Jim Sullivan and Sullivision.com. It is geared more towards restaurant operations than turf but many ideas and thoughts cross over as both deal with the same type of employees and we both provide a product for customers.

A recent post by Jim that highlights how to deal with poor performers can be found on the next page.

It is a good time a year to assess our staff and trade the under performers for employees who can help our team, not hurt it.

Unless you have a employee handbook that spells out a policy for reprimanding or terminating poor performance Wisconsin is considered a "At Will" state. Employees work at the employers will.

They can be fired at our will at any time for any reason as long as it is not discriminatory. Firing an employee should never be done lightly or callously but at times it is necessary.

Do yourself and your staff a favor and evaluate your staff with a goal of improving your team. 



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Addition by Subtraction: Why You Need to Assess Your Training and Talent Gaps Now by Jim Sullivan, CEO & Founder, Sullivision.com



Who are the superstars, average stars and falling stars on your team? Who is truly contributing and who is not? Who is moving your company forward, and who is holding you back? Our advice for team-building? Give a lot, expect a lot, and if you don't get it?

Prune.

Sales reports, customer service scores, mystery shops and turnover figures can reveal a lot, so certainly use them.

And one of the best tools you can deploy to assess your Talent and Training Gaps is a clever little mental exercise I call The Life Raft.

This assessment will help you identify your high performers, average performers, sub-par performers and your deadwood.

Here's how it works: in your mind, sack everyone who works for you; your best, your brightest, and your least productive. Everyone.

Imagine they have all literally been thrown into the "Sea of Unemployment." Picture them bobbing around in those troubled black waters, confused and uncertain of what just

happened.

Now imagine that you suddenly appear through the fog, paddling a giant life raft, scudding across the dark water. As you look over all the team members bobbing about, and calling your name, who on that water-treading team would you first seek out to pull into the life raft with you? Who is the second person you'd look for?

Now prioritize the order in which you'd pull people aboard. Who's third? Fourth? Tenth? Seventeenth? Twenty-ninth? And this is the most important part of the exercise...

"Who would you choose to clearly leave bobbing out there???"

You know who I'm talking about. Can you picture them? Your low-performers who are constantly complaining, under-performing and angering customers. These are the people who are yelling "Over here!" while you and fellow raftmates are paddling furiously in the opposite direction to get away.

There's your deadwood.

So the question becomes: If you wouldn't pull these people into your life raft today, why would you let

them continue to adversely affect your customers and crew tomorrow?

You've got to make room for talent to grow. Think of it as "addition by subtraction." If you don't terminate people who are not working out, you increase the possibility of having to let go of the people who are.

The Life Raft exercise is an important tool all of your managers should use quarterly to assess the quality of your teams, reinforce your standards, and improve your people, performance and profits. Routinely assess your talent and training gaps and create an effective process to routinely improve both.

I know it's easier to hope or pray these folks will get better on their own or maybe quit, but if you're their manager whose fault is it that they're still on your team?

When assessing your deadwood, ask yourselves two questions: 1) Did I hire them? or 2) Did I create them?

It's wise to remember that in the long run, managers are remembered less for the numbers they delivered, and more for the people they hired and developed.

And finally, do you want to know the NUMBER ONE reason why managers don't hold their Team Members accountable for their behavior?

They're allowed not to.

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Class fee: \$495.00/person

Registration deadline: Wed. Dec 31st, 2014

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Without question, the strength of this new online school lies within the depth and experience of the turfgrass faculty. This program allows for extensive interaction with researchers and educators having national and international recognition.



Sam Bauer, M.Sc.
Assistant Extension Professor
CFANS Extension
University of Minnesota-TC



Paul Koch, Ph.D.
Assistant Professor
Department of Plant Pathology
University of Wisconsin-Madison



Dave Chalmers, Ph.D.
Professor and Turfgrass Extension Associate
Department of Plant Science
South Dakota State University



Aaron Patton, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Agronomy
Purdue University



Kevin Frank, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Crop and Soil Sciences
Michigan State University



Frank Rossi, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Horticulture
Cornell University



David Gardner, Ph.D.
Associate Professor
Department of Horticulture and Crop Science
The Ohio State University



Doug Soldat, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Soil Science
University of Wisconsin-Madison



Brian Horgan, Ph.D.
Professor and Extension Turfgrass Specialist
Department of Horticultural Science
University of Minnesota-TC



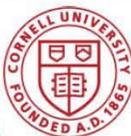
Chris Williamson, Ph.D.
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Department of Entomology
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Ed Nangle, Ph.D.
Director of Turfgrass Programs
Chicago District Golf Association



Zac Reicher, Ph.D.
Professor of Turfgrass Science
Department of Agronomy and Horticulture
University of Nebraska-Lincoln



Register at: <http://z.umn.edu/2015greatlakesurfchool>

2015 Great Lakes School of Turfgrass Science Schedule

Live sessions will be held on Wednesday nights from 6:00pm to 8:00pm (Central Standard Time).
Participants will have the option to view the live or recorded sessions.

Session 1

Wednesday, January 7th

Turfgrass identification, physiology and growth

Session 2

Wednesday, January 14th

Soil science and management

Session 3

Wednesday, January 21st

Selection and establishment

Session 4

Wednesday, January 28th

Nutrition and fertility programming

Session 5

Wednesday, February 4th

Mowing and additional cultural practices

Session 6

Wednesday, February 11th

Abiotic stresses

Session 7

Wednesday, February 18th

Irrigation

Session 8

Wednesday, February 25th

Insect biology, identification and management

Session 9

Wednesday, March 4th

Disease biology, identification and management

Session 10

Wednesday, March 11th

Weed biology, identification and management

Session 11

Wednesday, March 18th

Specialty product usage

Session 12

Wednesday, March 25th

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Sam Bauer
University of Minnesota

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sjbauer@umn.edu

Phone:
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Register at: <http://z.umn.edu/2015greatlakesturfschool>

Busy Fall Activities

By **Bruce Schweiger**, Turfgrass Diagnostic Lab Manager, O.J. Noer Turfgrass Research and Education Facility

Year two of managing the Turfgrass Diagnostics Lab and I am still learning. This fall has been a very busy, possibly the busiest I have been since I was a Superintendent.

As the season passed from summer to fall the number of samples at the lab decrease. For many years as a contact member I never really knew what happened at the OJ Noer after Labor Day. I did know that is when I did play golf With Dr. Kerns; it was usually in September and October. After I had meniscus tear repaired a few years ago it was Dr. Kern that had me back golfing within a week, telling me winter was coming and we could not pass on an opportunity to play.

For many of you the fall season means aerifying, topdressing, weed control, renovations and normal daily maintenance. As Labor Day came I was trying to organize when I could aerify all

the putting green surfaces at the OJ Noer and renovate a colonial bentgrass plot all without falling behind on the research efforts of Dr. Koch. In early September many of his research projects are completed and Dr. Koch compiles all the data and submits the results to the cooperators. This is also the time of years when we can get away for a few days or R&R. The first two weeks in September our Technician, Sam Soper and his wife took a well deserved vacation to Hawaii. Unfortunately for me this meant that when aerifying day arrived I was the only one to show up for work. I started early on Wednesday and I had all the surfaces aerified by mid-late morning. I was then very fortunate that Phil Davidson from University Ridge allowed me to borrow his Toro sweeper to pick up all the plugs, Thanks Phil my back appreciated your kindness!

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By mid-afternoon the greens were cleaned and the forecast was for rain early evening. Right after lunch I was beginning topdressing greens when Tom Schwab came out to check my progress and we discussed how nice it would be to have the process all done before the rains. Tom cleared his the rest of his day and pitched in and the topdressing and dragging was all completed by 4:30 and 2 hours later it was raining. The next day when I arrived at the OJ Noer parts of the property was flooded and the topdressing worked in perfectly.

The balance of the fall was finishing our research projects and then preparing for Snow Mold trials. When everyone else is trying to finish renovations and aerifying the Pathology crew is focused on Snow Mold. This year we have trials at:

- Brainerd, MN
- Wayzata, MN
- Silver Bay, MN (north of Duluth)
- Marquette, MI
- Wausau, WI
- Cadott, WI
- Nakoma CC in Madison, WI
- 2 trials at the OJ Noer
- PCNB 3 year study at Geneva National, Lake Geneva, WI
- Long Grove, IL

Two of the Minnesota trials (Brainerd, Silver Bay) are applied in cooperation with U of M. Our lab arranges for all the products and we measure all the treatments into Falcon Tubes and deliver then to U of M. Thanks to Andy Hollman and the staff at U of M for making these applications and saving us some windshield time. The trials at Marquette, Wausau and Nakoma all have two spray dates. We do an early season spray followed about one month later with final sprays of all the treatments. On the early season treatments at Wausau CC and Marquette CC, Sam and I made these as one-day trips. Load the truck, travel to the site (Marquette 6 hours), lay out the plots, spray the early treatments and return to the Noer. These trials are as big as ever with Marquette having 110 entries, Wausau has 126 entries and Nakoma has 115 treatments. Many of these treatments are of multiple actives in them and we pre-measure all the treatments out before the day of the application. As a reference to pre-measure the treatments for Marquette CC it will take basically one full day of

pipetting and organizing. At each site we then have to transfer the product in the Falcon Tubes to our spray bottles, this will take around 2 hours; the actual application will take 4-5 hours.

As I finish this article the snow has fallen on all parts of the state and Wayzata has 6 inches of snow, Cadott 3-4 inches and all three Madison sites and Long Grove, IL and all these sites are still left to spray. The plan is to head to Wayzata Thursday, shovel off the snow, and layout the plots and make the Snow Scald application. On the way home we plan to stop in Cadott and shovel off that plot and inoculate and cover our Fescue Trials. The week of Thanksgiving we hope to spray Nakoma, spray at the Noer and inoculate and cover both trials at the Noer. If possible the week of Thanksgiving or at the latest the first week in December we will be headed to Long Gove, IL to inoculate and cover that Fescue trial. Hopefully we can get it all done before Thanksgiving so the Turfgrass Pathology Team can be very thankful that our trials have been finished.

In between the aerifying and snow mold trials we still have samples to diagnose, fall fertilizer to apply, mowing to do, finish data collection and bring all the summer trials to an end. Add to that a little assistance to Tom Schwab and Audra Anderson with the WTA Golf Outing and the days pass very quickly.

When the Snow Mold trials are out we will be gearing up for the Pesticide Applicator Training Session we provide for Category 3. The dates are listed below.

Category 3.0 – Turf and Landscape

Green Bay – January 15, 2015 – Comfort Suites Rock Garden
Oconomowoc – January 21, 2015 – Olympia Resort
Madison – February 9, 2015 – American Family Center
Eau Claire – February 16, 2015 – Metropolis Resort
Oconomowoc – March 25, 2015 – Olympia Resort
Oconomowoc – April 8, 2015 – Olympia Resort
Rothschild – April 17, 2015 – Stoney Creek Hotel & Conference Center

Check your expirations dates and maybe we will see you at one of the training sessions.

Here is hoping your season ended much calmer than ours has. Have a very quiet and joyous Holiday Season.

Before you know it the New Year will be here and you will be attending the WTA Winter Educational Conference on January 6th. Remember you can attend in person or join us via the live webinar. 

| | | |
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2014 Chapter Delegates Meeting

By David Brandenburg, Editor

Editors Note: The following is a compilation of the 14 page Chapter Delegate Meeting Outcomes provided by GCSAA.

87 delegates representing 91 of GCSAA's 98 affiliated chapters met at the Oread Hotel and GCSAA Headquarters in Lawrence, KS October 14 and 15. Jon Canavan represented our Wisconsin Chapter at the 22nd annual meeting of delegates.

PRESIDENTS BRIEFING

Immediate Past President Patrick Finlen delivered the presidents briefing as Keith Ihms was delayed from attending the meeting. Finlen emphasized GCSAA's vision to be the global leader in golf course management.

GCSAA is well positioned to move forward as we are strong financially and has a history of providing programs and services members can rely on. To stay on task the board of directors is focused on four organizational priorities.

- Enhanced Technology - With a goal of enhancing member communication and experience the association launched a mobile app and re-designed the website in 2014.
- Advocacy and Outreach - Government relations is key for our members and in 2014 the association launched its new Grassroots Ambassador Program in July and joined forces with allied partners to garner a win with the EPA's announcement it would extend Namacur use through 2017. The government relations department has a bigger presence on the new website to allow members to follow action alerts, Grass Roots updates and webinars.
- Opportunities for Growth - The association continues to look for growth through the Environmental Institute of Golf, the Golf Industry Show, International offerings and Partnerships with vendors and allied groups.
- Member Focus - GCSAA remains focused on its primary mission "to serve our members". The job board has been enhanced and continues to increase educational of-

ferings. The GCSAA field staff program is fully staffed to provide assistance to members and chapters.

CEO BRIEFING

Rhett Evans, CEO started by asking the delegates why they are members of GCSAA. The top answers were Education, Advocacy, Community, Environmental Issues and Networking.

Rhett went on to discuss the formation and benefits of We Are Golf, the coalition of the GCSAA, PGA, NGCOA and CMAA. The coalitions main focus has been on advocacy and reaching out to members of congress regarding the benefits of the golf industry.

- Economic - \$68.8 billion dollar total annual economic impact with 465 million rounds played.
- Jobs - The golf industry supports 2 million jobs with over \$55 billion in wages.
- Charity support - 143,000 charitable events a year with more than \$3.9 billion in charitable giving.
- Stainability - Golf provides over 2 million acres of green space and wildlife habitat. Less than 15% of US golf courses use municipal water supplies.
- Fitness - 18 holes is equal to a 5 mile walk or 3.5 mile run.

We Are Golf hosts the National Golf Day on Capital Hill in spring each year. This year We Are Golf members met with 85 members of Congress, EPA water officials, chief of staff of the National Economic Council and the special assistant to the president.

GCSAA BUSINESS UPDATE

Membership levels have steadied after decreases in 2011 and 2012. Currently GCSAA has 17,200 total members with 12,173 professional members.

Finances are solid with a \$6.6 million reserve and positive cash flow.

GCSAA is funded 50% through industry support, 26% member dues, 15% user fees and 9% through EIFG grants and leased out space at headquarters.

Education, publications and conference

and show contain the most expense but also generate the most revenue.

ROUNDS FOR RESEARCH

The two auctions in 2014 raised \$159,873 with \$103,024 going back to participating chapters. Going forward the auction may switch to once per year and they hope to simplify the donation process.

Individual Wisconsin courses participate in the program but our chapter operates our own program with the PAR 4 Research.

AFFILIATION AGREEMENT

The Board of Directors has voted to extend the current agreement with chapters one more year or until Dec. 31, 2015. This will allow more time for all parties to consider the new member standards and classifications proposal.

EQUIPMENT MANAGER CLASSIFICATION

Through discussions with the International Golf Course Equipment Managers Association (IGCEMA) the mutual boards have decided to propose a new equipment manager classification. The change will require a 2/3rd majority vote by memberships from both associations.

The GCSAA task group made up of 2 superintendents and 7 mechanics discussed the issue and educational opportunities to be offered at conference and show.

MEMBER CLASSIFICATIONS AND MEMBER STANDARDS

Currently GCSAA has 13 different member classifications. The board is proposing changing to 5 simple classifications in 2016.

- Class A Superintendent
- Class B Superintendent
- Assistant Superintendent
- Equipment Manager
- Member

(CGCS is a designation not a classification) The simplification of member classifications has been discussed for years by different committees.



Member standards are a topic to be discussed in 2015 and possibly brought to the membership in 2016 for vote along with the streamlining of membership classifications.

The proposed changes have been discussed for years by different committees but will be open to change based on discussion this year.

Eligibility for Class A will be based on a sliding scale of education and experience. A member with a Bachelor's in turf or plant science would be eligible for class A status after three years while a superintendent with no degree or certificate would need 7 years of experience.

The key points of the proposal are:

- Centered on formal education.
- CGCS remains as the pinnacle of continual education.
- Allows for the creation of certification programs to help members market themselves and their individual achievements.
- Allows GCSAA to promote the value of a well educated superintendent.
- Allows GCSAA to promote a well-educated team at a facility.

DUES INCREASE

A dues increase will be on the 2015 annual meeting ballot in San Antonio. The board reviews dues at minimum every other year and the dues are tied to the Consumer Price Index (CPI) as approved by the members in 2006.

The CPI increased 3.3% since 2013 which equals a \$10 increase to \$375 for A and SM members and a \$5 increase to \$190 for Class C.

GOLF INDUSTRY SHOW

The 2015 show in San Antonio February 21-26 will offer:

- 385 hours of education
- 30 hours of free education
- Over 500 exhibitors

21 hours of education on the show floor

The golf championship will be played at 5 local courses.

The schedule will be similar to 2014 with education on Monday and Tuesday, the trade show on Wednesday and Thursday and no events scheduled on Friday to allow for travel.

ENVIRONMENTAL INSTITUTE FOR GOLF

GCSAA's tax exempt charitable organization supports research, education and advo-

cacy. Currently the EIFG supports:

- 8 new research projects
- 25 free live webcasts
- 300 scholarships and grants
- 75 environmentally based education programs.

ADVOCACY

Chava McKeel, Associate Director of Government Relations briefed the delegates on advances in her area the past year.

- Helped secure a extension for Nemaacur use through Oct. 6, 2017.
- Has spent much time of Waters of the United States or WOTUS rules proposed by the EPA that would greatly change our members abilities to do their jobs.
- Launched the GCSAA Grassroots Amba-

sador Program.

ELECTION

The delegates then had a chance to listen to presentations from candidates running for elected office and then participate in "Meet The Candidates" sessions where they could meet in smaller groups and ask questions of the candidates.

Excitingly our own Jeff Millies is running for a Directors spot. Jeff is running against, Kevin Breen, Darren Davis, John Fulling, Mark Jordan, Rory Van Poucke and John Walker for three open spots. Darren Davis and John Fulling are current board members seeking re-election.

If you have questions or comments please contact our Delegate Jon Canavan or any board member to express them.



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Association News

By Brett Grams, Chapter Manager, Wisconsin Golf Course Superintendents Association

As I am writing this it is snowing (again) and 20 degrees below our normal temperature! I try to be an optimist and was hoping that Mother Nature would have provided us with at least a “normal” fall weather pattern but that simply did not happen. I sure hope all members were able to complete as many late fall projects as you could before this winter like snow and cold! I plowed snow November 16th sadly that was only 6 months and two days after the April 14th snow we had this spring. Hopefully Mother Nature will return us to more reasonable temperatures soon.

The WGCSA leaders have been busy planning for our 85th Anniversary year in 2015. The first step was conducting the successful online survey. Thanks to the many members who made the time to provide the important feedback we have a more clear understanding of what we are doing well and what we need to improve upon or change. Rest assured the feedback was used extensively. President Harrington has provided a summary of those results which is being shared in this issue and also on the website for those of you that want to review what was learned. I hope that we will do this again in the future as it is a great tool that allows the leaders to address member needs.

This time of year has me focused on preparing for the Fall Business Meeting that is being held prior to our 49th Annual Symposium in Kohler. This meeting is when the board will announce the 2015 Meeting Calendar. Some changes to our recent schedule of meetings will take place in 2015. This is being done in the hopes we have increased participation at meetings and to try some new events based on what was learned in the member needs survey. We will also present the 2015 Budget and also propose our 2015 Scholarship and Research Budget. I hope that you are able to attend this meeting but if you are not able please check out the WGCSA website where all the information and 2015 events calendar will be provided just as soon as it is completed.

I can report that we have secured a great location for the annual WI Hospitality Room at the GIS. This year we will be at the Hard Rock Café on the River Walk in San Antonio. Our reception will run from 6:30 to 9:30 on Wednesday February 25th. We hope all members will be able to join us in celebrating the start of our 85th year as an association.

By the time you are reading this I am planning on you having already received (or soon will) the dues renewal form. All

Superintendents will also receive the PAR4 Research Donation Forms which we hope you will consider helping out this great cause. We have seen steady growth in the amount of money we raise to help with our commitment in funding research at UW Madison which is critical now more than ever as we have again received requests from the research team asking for funding next year and beyond.

In closing, I hope all members are able to enjoy the Holidays with family and your loved ones. It is also a good time to thank those that make our great association possible. Thanks to all the vendor companies for your continued support and sponsorship. Thanks to all the members and your employers for the continued support in hosting events, providing PAR4 donations, and those of you who take the time out of your busy schedule to participate in association functions. Lastly, thanks to the dedicated board members who make extra time to lead the association. Special thanks to outgoing President Mr. Chad Harrington, who has completed his two years of service as President of the WGCSA. His time and dedication is very much appreciated!

Please contact me as needed with any assistance I can provide. Merry Christmas! 

WGCSA MISSION STATEMENT

The Wisconsin Golf Course Superintendents Association is committed to serve each member by promoting the profession and enhancing the growth of the game of golf through education, communication and research.

WGCSA VISION STATEMENT

The Wisconsin Golf Course Superintendents Association is dedicated to increase the value provided to its members and to the profession by:

- Enhancing the professionalism of its members by strengthening our role as a leading golf organization in the state.
- Growing and recognizing the benefits of a diverse membership throughout Wisconsin.
- Educating and promoting our members as leaders in environmental stewardship.
- Offering affordable, high value educational programs at the forefront of technology and service.
- Being key to enjoyment and the economic success of the game of golf.

WTA Turfgrass Research Day Conference and Webinar

By **Tom Schwab**, Manager, O.J. Noer Turfgrass Research and Education Facility, University of Wisconsin-Madison

The UW Turf Team and WTA invite you to the 3rd annual Turfgrass Research Day Conference and Webinar on January 6, 2015. The location is the Pyle Center on the UW-Madison campus. The conference will also be offered as a webinar, if you'd prefer not to make the trip to Madison. The education is exceptional and will be a great way to start your new year.

The committee has put together a lineup of presenters and subjects that are very pertinent for today's turf managers. The UW Turf Team will be joined by academics from neighboring states and big hitters from industry. Subjects will cover Poa suppression in bentgrass turf, man-

agement of new bentgrasses, and reduced risk disease control. Other talks include evaluations of fertilizer and herbicide trials at OJ Noer, putting green restoration do's and don'ts, bee decline and additional insect updates, along with more great talks. Please see the enclosed registration form for the complete agenda. The program has something for every turf manager, whether from golf, sod, athletic field or lawncare, to take home and put into practice.

It's hard to predict what Mother Nature has in store for us on January 6th, which is why the WTA is offering the conference both live and as a webinar. Some people prefer to get out of the office after

being cooped up in the shop, and others like the convenience of learning from their personal computer. Either way, the conference will be worth your time and admission. Contact WTA administrative assistant Audra at 608-845-6536 or ajander2@wisc.edu if you have any questions. We hope to see you there. 



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WTA Turfgrass Research Day Conference & Webinar Tuesday, January 6th, 2015 Pyle Center

702 Langdon St • Madison • WI • 53706

The WTA and UW–Madison Turf Program welcome you to the 2015 Turfgrass Research Day. You may attend in person at the Pyle Center or attend via webinar. If you choose to view the talks via webinar, you will receive the link by January 5th, 2015. For driving and parking instructions, visit <http://conferencing.uwex.edu/maps.cfm>. If you have any questions, feel free to contact Audra at ajander2@wisc.edu or 608-845-6536, or visit our website www.wisconsinturfgrassassociation.org.

SCHEDULE

- | | | | |
|--------|--|--------|---|
| 8:00am | Registration, Coffee and Donuts | 11:30 | Association of Insecticides and Bee Decline: What's All The Buzz <i>Dr. Chris Williamson, Entomology UW-Madison</i> |
| 8:30am | Welcome/Introductions/Awards/ Announcements | 12:00 | Lunch – provided |
| 8:45am | Management Programs to Suppress <i>Poa</i> in Existing Bentgrass Turf <i>Dr. Cale Bigelow, Purdue University</i> | 1:00pm | Year in Review for the Turfgrass Diagnostic Laboratory <i>Mr. Bruce Schweiger, TDL UW-Madison</i> |
| 9:15am | Insect Lab Update: Trends for 2014 and What's In Store for 2015 <i>Mr. P.J. Liesch, Entomology UW-Madison</i> | 1:30 | Fertilizer and Herbicide Product Evaluations from 2013 <i>Dr. Doug Soldat, Soils Department UW-Madison</i> |
| 9:45am | Reduced Risk Disease Control: How To Do It and Why It's Important <i>Dr. Paul Koch, Plant Pathology UW-Madison</i> | 2:00 | Do's and Don'ts of Putting Green Restoration <i>Jerry Kershasky, Reinders, Inc.</i> |
| 10:15 | Break | 2:30 | Adjourn |
| 10:30 | What's New in Bentgrass Cultivars <i>Dr. Cale Bigelow, Purdue University</i> | 2:45 | WTA Annual Meeting |
| 11:00 | Using Technology in Maintenance Operations <i>Mr. Rick Tegtmeier, Des Moines Golf & Country Club</i> | | |



2015 WTA Turfgrass Research Day Attendee Registration Form

Please submit the following registration form by Monday, December 29th, 2014 to WTA / 2502 Hwy M / Verona / WI / 53593

Company _____

Mailing Address _____

City/State/Zip _____

Phone & Fax number _____

Email address _____

Attendee Names (Only if attending at Pyle Center)

**Registration prices are before the December 29, 2014 deadline.
 After that date, and/or if you plan to register on-site add \$10 per person.**

| | | | |
|---|---------|-----------|-------|
| Webinar Only - WTA members \$25 each | X _____ | = \$ | _____ |
| Webinar Only - Non WTA members \$40 each | X _____ | = \$ | _____ |
| Attendance at Pyle Center WTA members \$40 each | X _____ | = \$ | _____ |
| Attendance at Pyle Center - Non WTA members \$50 each | X _____ | = \$ | _____ |
| 2015 WTA Membership Dues | X \$125 | = \$ | _____ |
| Total amount enclosed | | \$ | _____ |

You may pay by check or credit card. If paying by check, please make the check payable to WTA and return to 2502 Highway M / Verona / WI / 53593. If paying by credit card, fill out the information below and mail to above address or fax to 608-845-8162. You may also register online at www.wisconsinturfgrassassociation.org.

Visa MasterCard CC#: _____ Exp. Date: _____

Discover American Express Signature: _____

Playing Where the Badgers Play

By **Tom Schwab**, Manager, O.J. Noer Turfgrass Research and Education Facility, University of Wisconsin-Madison

University Ridge played host to a most successful WTA Golf Fundraiser on Oct 7, 2014. Attendees got to play the same course where our Wisconsin Badgers hosted an NCAA Championship just one week prior. Golf course superintendent Phil Davidson and his staff had the course in spectacular shape for both events. However, the course was set up a little easier for us less proficient strikers, much to our appreciation.

Participation was just short of a sold out field, at 123 golfers, and sponsorships were at an all time high. Please see the list of golf hole sponsors and thank them for making the day a success. They contributed to helping the WTA reach \$10,500 in funds raised, which will help support worthy turfgrass initiatives well into the future.

The WTA definitely was a winner for the day but so were the 123 participants. They played a wonderful golf course, on a spectacular autumn day in the low 60s, with mild breeze, mostly sunny skies, and in peak autumn color. The course conditions, food, and hospitality were top notch, and everyone went home with a nice door prize. Many of those prizes were valued more than the cost of registration.



Mark Ronnie attempts a green landing on the scenic #17 par 3.

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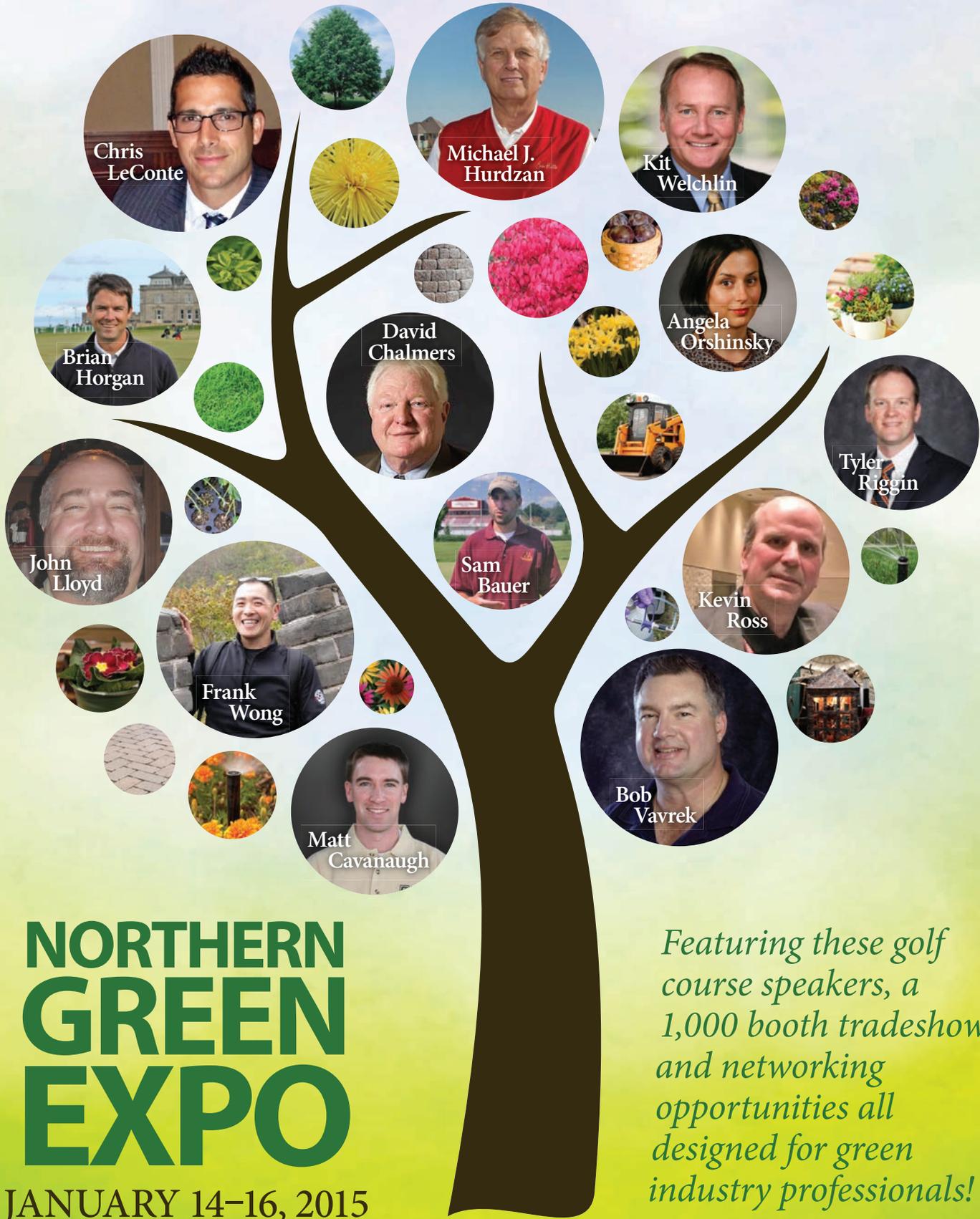
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NOTES FROM THE NOER

A special thanks goes to the many generous donors of door prizes, who made the day even more memorable. The donors are listed below (I'm sorry if I missed anyone).

University Ridge Golf Course was designed by Robert Trent Jones and opened for play in 1991. The course which plays host to the University of Wisconsin men's and women's golf teams derives its name from the landscape features left by the last retreating glaciers.

The course sits on the terminal moraine or where the Wisconsin Glacier stopped forming the backbone of the ridge that separates the land into groups of rolling hills and valleys. The links offers 5 sets of tees and yardage from 5,005 to 7,259 to offer a length for every player.

In August of 2012 the course closed for a "20 year tune-up" and all greens were re-seeded to 007 bentgrass while a new set of green tees were added. To ensure continued success with the new grasses trees around a few green complexes were thinned back to provide for increased sunshine and air movement.

It's been a long time since many of us have played University Ridge. Our UW Badgers sure have a nice course to call home. We are so glad that they shared it with us this year. Thanks for participating. 

Thanks to our Hole Sponsors

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Par 3 Twelfth Hole Plays 200 Yards From The Back Tee and 95 From The Forward Tee.



Andy Kurth missed the fairway and takes a rare shot from the rough.



Randy Smith and son Chad enjoy some post golf conversation.

NOTES FROM THE NOER



Top Left: Team University Ridge including Aaron Hansen, Gram Weed, Adam Wepfer, and Kyle Nielson took advantage of home-course-knowledge taking 2nd place in the 4 person best ball format.

Top Right: Team Evergreen, led by Mike Schmieden, enjoys a day away from the office.

Middle Left: Shane Griffith displays proper swing alignment on his approach shot to #16.

Middle Right: WTA president Paul Huggett enjoys conversation with John Turner and event organizer Audra Anderson.

Bottom: Dr. Koch hitting his approach to the first green.



NOTES FROM THE NOER



Top: The Par 4 Fourth Hole called Morse Pond plays 467 Yards From the Back Tees.



Middle: The Par 5 Second Hole Called Zig Zag Plays 555 Yards From The Back Tees.

Bottom: The Par 3 Third Hole Called Floodplain Plays 242 Yards From The Back Tee.



NOTES FROM THE NOER



Top: The Par 4 7th Hole Called Drumlin Plays 429 Yards

Middle: The Par 3 5th Hole Called Noer's View Plays 198 Yards. You Can See the O.J. Noer Turfgrass Research Center Behind The Green.

Bottom: The Par 4 10th Hole Called Elm Valley Offers Spectacular Views And Plays 483 Yards.



News and Notes From WGCSA Members

By **Matt Kinnard**, Pro Turf Solutions

Career Moves

Joel Larsen was hired as the new Superintendent at North Shore Country Club in Mequon, WI. Joel graduated from Michigan State University in 2007 with a degree in turfgrass management. Prior to NSCC he was the superintendent at Sand Creek Country Club in Chesterton, Indiana. He also held Assistant Superintendent positions at Point O' Woods Country Club in Benton Harbor, Michigan and Milwaukee Country Club.

Joel's been on a golf course since the age of thirteen and says he loves the everyday challenges that Mother Nature brings to the profession. He also brought a great assistant with him, his two-year-old Slobberhound, I mean, Bloodhound named Reed. Congratulations Joel on your new position!

Doug DeVries agreed to return to Reid Municipal Golf Course in Appleton for this last golf season until a permanent replacement could be found for his position. Doug officially retired when the City of Appleton hired **Jeff Plasschaert** as the new Superintendent at the city golf course.

Jeff grew up in Rock Island, Illinois and decided to attend Loras College in Dubuque, Iowa where he graduated in 2004. He started his golf course management career at Short Hills Country Club in East Moline, IL as the Second Assistant Superintendent. After about a year at Short Hills he moved to Lincolnwood, IL and began work as the Assistant Superintendent at Bryn Mawr Country Club. In his almost ten years at Bryn Mawr, Jeff helped complete an entire bunker renovation, created roll off areas, constructed a short game area and built new tees in a course renovation project.

Jeff is married to his wife, Jackie, of four years and their family consists of three dogs and two cats, which makes sense because Jackie works for a vet clinic. When he's not spending time with the family, Jeff is a huge sports fan (cough)... Chicago

sports fan. With that said, in 2009 he went to a Packers/Bears game at Lambeau and it really opened his eyes to how great we, Wisconsinites, really are. He said it was those types of enjoyable memories that made the decision to move to Wisconsin easy. Congratulations Jeff!

Following **Bruce Worzella's** retirement, his Assistant, **Brian Bonlender** has taken over as the Superintendent at West Bend Country Club. Brian graduated from Milwaukee Area Technical College with an Associates Degree in Horticulture in 2001 and has been working at WBCC since 1998. In 2001 he became the Spray and Irrigation Tech and for the last nine years has been in the position of Assistant Superintendent.

Brian mentioned that since his childhood he has always enjoyed plant science, math, the outdoors and sports. After his first summer working at WBCC he was hooked and it combined everything he always enjoyed. Brian is also very grateful to Bruce for getting him involved in the industry and showing him the real ins and outs of the job. He said it's been truly amazing.

Brian's family consists of his wife, Joanna, and their four children, a 6-year-old daughter, 5 and 3-year-old sons and an 18-month year old daughter. With four kids he doesn't have a lot of spare time but he enjoys ice fishing, hunting, golfing and

finding ways to spend time with the family. He has also served on the WGCSA Assistants Committee for several years. Congratulations Brian!

Chris Wisneski was hired as the Superintendent at West Ridge Golf Course, in Neenah, earlier this year. Before accepting the position at West Ridge, Chris was the Assistant Superintendent at Riverview Country Club from 2007-2011 and the Assistant Superintendent at Rock River Hills Golf Club, for yours truly, from 2006-2007. He also worked at Lakeshore Municipal Golf Course in Oshkosh as well as Tuscumbia Country Club and The Golf Courses at Lawsonia in Green Lake, WI.

Chris initially got his start in golf by playing the game and enjoying the outdoors. After working several years on courses, Chris went on to acquire his Turfgrass Management Certificate from Penn State University.

He spends his time away from the golf course with his wife, Nikki, and two sons Mason, 9, and Connor, 7, and runs a side landscaping and lawn care business called ProLawn Systems. Congratulations Chris!

Please call or email me with any significant news or happenings around the state so we can spread the good news. I can be reached at matt@pro-turfsolutions.com or (262) 720-0251 



BACK IN TIME



Left: 1992 WGCSA Board of Directors:

Back Row Mike Semler, Mark Kienert, Pat Norton, Rod Johnson, Mike Handrich

Front Row: Bruce Worzella, Scott Schaller, Tom Schwab, Bill Knight

Right: The 1968 Board of Directors LtoR Bob Musbach, Roger Schultz, Bill Sell, Jerry Faubel and Pete Miller.



Below: A shot of the Pfister's Grand Ballroom at the 1980 Symposium. along with a ice carving honoring the WGCSA Silver Anniversary. I can make out the familiar faces of Erdahl, Kershasky, Worzella and Kienert near the front.



2014 Winds Down

By David Brandenburg, Golf Course Manager, Rolling Meadows Golf Course

The 2014 golf season came to a abrupt end with temperatures way below normal and snow. A few turf managers had to rush to order and apply snow mold fungicides and many fall projects will have to be finished in the spring.

Often the old timers talked about snow for deer hunting and ice skating and sledding on the Thanksgiving weekend. This year it looks like that will be the case.

At Rolling Meadows it was our shortest season in 18 years with only 219 days between opening and closing days. Golf playable days also took a hit with only 2013 being worse. This year we had 167 with many of those days right around the 40 degree cutoff.

It seems in our area anyway golfers are less likely to play in questionable weather. It could be a aging of the baby boomers but also I think it can be tied to the availability of tee times during prime time. Just 20 years ago it was tough to get on a public course during key times so if you had a tee time you were going to play regardless of the weather.

Congratulations to Reid Municipal Golf Course and Peninsula State Park for receiving Design Excellence Awards from the American Society of Golf Course Architects for recent improvements.

At Peninsula State Park Bob Lohmann designed a new 6 acre short course to grow the game. The course was built with private

funds and given back to the state. The layout features 6 par 3 holes with yardage from 65-110 yards long.

A Reid Municipal Golf Course Todd Quinto designed renovations to the course to help address storm water issues for the city to meet state and local mandates. The improvements included 4 new greens and fairways while allowing storm water to settle out suspended solids in a four acre pond or wetland area.

The Appleton Post Crescent recently had an article on Mid Valley Golf Course and their 50 year anniversary. The course opened in 1964 as a 9 hole course by current owner Pete VanDeHey's parents Dorothy and Elzer. The Depere layout has expanded to 27 holes and is owned and managed by Pete and Kathy VanDeHey. Congratulations Pete and Kathy! Pete is a 36 year member of WGCSA.

It is hard to believe it is December 1st as I put my 42nd issue of this magazine to the printer. It does not feel like 7 years since Monroe Miller retired as editor.

I appreciate the positive and constructive comments about *The Grass Roots* in the recent member survey along with the ratings that show it is a valuable part of your membership.



Dr. David U. Cookson, 2015 Recipient of the USGA Joe Dey Award. (Photo courtesy of Rick Pledl & Wisconsin Golfer Magazine)

Congratulations to Dr. David Cookson for being named Joe Dey award winner from the USGA. The award has been presented annually since 1996 to a individual who shows meritorious service as a volunteer for the USGA.

The award is named for the late Joseph C. Dey Jr who served as the USGA Executive Director for 35 years and was later named the first commissioner of the PGA Tour.

Dr. Cookson has served as a rules official at nearly 90 USGA championships including 25 U.S. Opens. As a USGA committee member from 1983-2011 Cookson served on the Regional Affairs, Senior Amateur and Nominating Committees.

He has also been a member of the WSGA Board of Directors since 1970 and served as President in 1977 and 1978.

Cookson is a member at Maple Bluff Country Club and Milwaukee Country Club. He resides in Madison with his wife of 60 years Christine.

Dr. Cookson was elected to the WSGA Hall Of Fame in 2006 and received the President's Distinguished Service Award from the WSGA in 1993.

A long time Greens Chairman at Maple Bluff Cookson wrote a column titled A Players Perspective for *The Grass Roots* from 1984-1989. The articles can be easily found at the Turfgrass Information File at Michigan State through the WGCSA Website.

EDITOR'S NOTEBOOK



Bruce Worzella addresses the crowd during his recent retirement party after 35 seasons at West Bend Country Club. Two granddaughters were using sad and happy faces to help demonstrate the things he will miss and will not miss in retirement. There will be more on Bruce and his career in next months issue.

We are lucky to have a great mix of writers and a full staff at the university and Noer Center to support us and provide us with excellent educational topics. **THANK YOU WRITERS.**

We are also luck to have advertisers to pay for the printing and publications costs in a time many publications have gone digital or worse and been downsized to e-mail bulletins. **THANK YOU ADVERTISERS.**

I was glad to read in the recent survey 75% of our members read most or all of *The Grass Roots*. Despite the website and e-mail notices the magazine remains the main contact between the members and the association. **THANK YOU READERS.**

There are many good educational opportunities coming up with the Symposium, WTA Research Session, University Winter Turf School and the GCSAA Golf Industry Show in San Antonio. I hope to see many of you there. Merry Christmas and Happy New Year! Best Wishes To You And Yours in 2015. 

2015 Event Schedule!

Tuesday January 6th - WTA Turfgrass Research Day, Conference and Webinar, Pyle Center, Madison

Wednesday February 4th - Northern Great Lakes Winter Turf Conference, Comfort Suites, Green Bay

Monday February 11 - Assistants Seminar, Whispering Springs Golf Club

February 21-26 - Golf Industry Show, San Antonio, TX

Wednesday February 25th - Wisconsin Room, Hard Rock Cafe, San Antonio, TX

Monday March 4th - Spring Business Meeting, South Hills Country Club, Fond du Lac

Wed & Thur March 11-12 - Reinders Green Industry Conference, Waukesha Expo Center, Waukesha

Tuesday April 28th - Super Pro Outing with Wisconsin PGA, Abbey Springs Golf Club, Fontana

Tuesday May 19th - May Golf Meeting, Lawsonia Golf Club, Green Lake

June Golf Outing - TBD

Wednesday July 22nd - 9-Hole Golf or Foot Golf and Picnic, Rolling Meadows Golf Course, Fond du Lac

Tuesday August 18th - Joint Meeting with NGLGCSA, Sentry World Golf Club, Stevens Point, WI

Monday September 21 - Wee One Fundraiser, Pine Hills Country Club, Sheboygan

October - WTA Fundraiser - TBD

November 7th OR 14th - Couples Dinner, Lombardi's Steakhouse, Appleton

Wed & Thur December 2-3 - Turfgrass Symposium, American Club, Kohler

February 6-11, 2016 - Golf Industry Show, San Diego, CA



National Golf Graphics



National Golf Graphics is a strong supporter of the Wisconsin GCSA, Northern Great Lakes GCSA, WTA, Wee One Foundation and the Wisconsin PGA. I want to thank all of the golf course superintendents who have supported my company over the years and ask all superintendents to consider National Golf Graphics and other companies supporting our local organizations when making future purchases. Best of luck to everyone in 2015.

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