(Continued from page 19.)

Jim with his workload. At the same time the USGA hired an office assistant, Dolores Gooding, to help Lois with the increased paper work.

When Lois isn't working, she loves to spend time with her children and grandchildren. Daughter Kathy and her two sons live in Richfield, Wis., where Kathy's husband, Bob Belfield, is golf course superintendent at Kettle Hills Golf Course. Kathy is a customer services representative for Beta Systems, a computer programming company.

Daughter Lynne and her husband, Rich Cassidy, live in Atlanta where he is employed by Delta Airlines. They have one daughter.

"My grandchildren are my greatest hobby now—while they're young and will tolerate grandma," Lois says. She also is active at her church, Fox Point Lutheran, where she does volunteer office work.

"And I enjoy sports as a spectator, football in particular," she points out. "I'm a serious Packer Backer. There are years when I wonder about them, but we still support them in spite of their recent history of losing seasons." On the college level, the Lathams follow their alma mater, Texas A&M.

Lois gave up golfing about 10 years ago. "Not for the lack of interest, but lack of ability and lack of time," she points out.

As a golfer, did she look at golf courses differently because of her work? "Not really," she answers. "While turf terms are familiar on paper, I don't recognize much on sight. I might be a little more critical if something isn't neat. But, as to grass varieties or diseases, I don't have the capability to recognize them on sight."

Even though she's not an agrono-

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mist herself, Lois likes working with her husband in the golf turf industry. "I've always enjoyed it because it certainly gives us something in common. Jim works all the time so it also gives us time together," she concludes.

EDITOR'S NOTE: On the Monday following the Wisconsin Golf Turf Symposium—November 5th—Lori Bocher gave birth to Sarah Elizabeth Ward Bocher at the Theda Clark Hospital in Neenah. Sarah weighed only 2 pounds and was 13½ inches long; she was born two months early.

Lori was attending the Symposium as a reporter for both THE GRASS ROOTS and TURF.

Both mom and daughter are doing well now. At this writing it seems that Sarah will be home very near her original due date—December 26th.

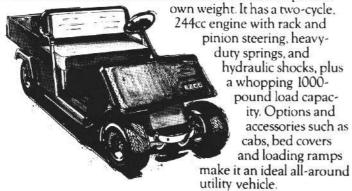
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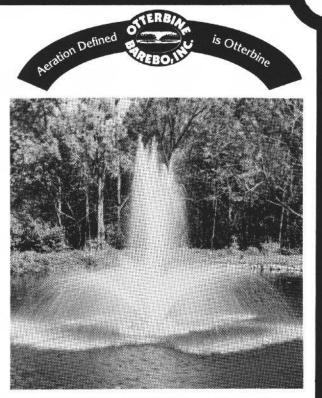
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Legal Matters



The Self Audit

By Michael Semler

A fellow golf course superintendent of ours related this story to me. He told how for years he wondered what would happen if OSHA would stop in and inspect his maintenance facility for hazards to employees. He stopped wondering, and asked the state OSHA office to come over and make an informal inspection. They gladly obliged.

My first response to such an invitation was that my friend was losing his mind. He was inviting someone over to find all the problems with his facility and possibly exposing his club to some hefty expenses to repair any of the infractions. However, after some further thought, I retracted my statement and praised my colleague for such honorable intuition. Instead of waiting for a possible disaster, he was taking control of the situation and was going to protect himself and his employer from possible damages.

As it turns out, the inspection turned up only a few minor infractions, which were easily repaired with only a minimal cost to the club. This superintendent is now sleeping more comfortably knowing at least one aspect of his operation is free of any problems or risks.

I relate this story to you not to make a sales pitch for OSHA-they certainly don't need that-and I would not make this type of recommendation to any superintendent without some thought

and planning on his or her part. I relate his story to make a larger pitch to our industry as a whole. That pitch is the value of the Self Audit put out by GCSAA Compliance Assistance Program (CAP). The first time I heard about CAP, my immediate response was that the world had gone mad. It has always been easier to keep your mouth shut in hopes of being ignored or overlooked by the laws that govern our operations. I thought the GCSAA was really going to open a can of worms and expose all of our faults to all of the governing bodies.

I finally realized, however, how wrong I was and what an excellent idea CAP was. And here is why.

CAP provides a comprehensive self audit that golf course superintendents perform on their maintenance facilities. An extensive list of questions is answered by the superintendent about his or her golf course. These questions relate to compliance with state and federal laws and potential risks that may be present at the facility. Not much is overlooked. These answers are then sent to the environmental auditing firm of Hall-Kimbrell. They evaluate the responses based upon state and federal laws and make a specific response report for the superintendent concerning that facility.

This report is about your facility only, and no one else's. It is not a standard question and answer sheet. The report provides detailed and invaluable information about potential risks around your golf course, and what you can do to avoid problems with the law.

Now, some of you may question the reliability of such an audit or evaluation. Lets clear the air right now. The audit is not meant to take the place of state and federal regulating agencies, like OSHA or the EPA, which enforce and regulate laws concerning our operations. It is meant to make the superintendent aware of potential problems and risks that may be present at the golf course, and then make recommendations on practices and procedures that can be implemented to reduce or avoid these risks in the future.

I know some may flinch at the cost of having an environmental audit done for the golf course. I still am. But we are all becoming aware of the explosion of federal and state regulations that superintendents must be aware of and comply with. It seems we can never remain on top of them without some outside help. Maybe what we need is the help of the GCSAA Compliance Assistance Program in conjunction with Hall-Kimbrell. It seems a small price to pay to learn more about the status of your maintenance facility and its operations.

EDITOR'S NOTE:

This audit will not protect you in a court of law, and it does not provide a shield of protection against state and federal laws if you are involved with a court case. It is one avenue of golf course information superintendents may look to for help in maintaining a legal golf course operation. For specific advice, contact your business attorney.

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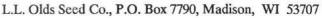
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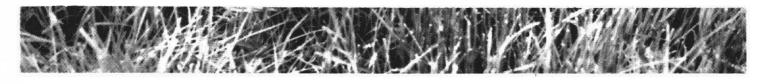
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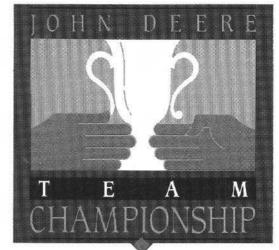






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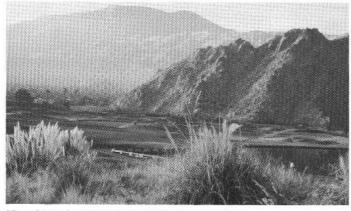
The national finals for the 1990 John Deere Scramble, which teams up a club's golf course superintendent, golf pro, president and clubhouse manager, was held in Palm Springs, California on November 14-18. The two courses we played were like a dream. Designed by Pete Dye, they were a green oasis built right against the Santa Rosa Mountains, dotted with lakes, deep bunkers, gorgeous greens and playing surfaces, numerous desert plantings, and of course the sand and railroad ties. We were treated like royalty from the time we picked up our complimentary Oldsmobile rental car for the



week, to our final meal on Sunday evening.

John Deere, including our local dealer (J.W. Turf), spared no expense on the 37 teams from throughout the U.S. and Canada. At registration on Thursday, we were handed an armful of John Deere souvenir shirts, sweatshirts, etc. Then we were off to play our first practice round on the Dunes course of La Quinta Golf Club. That evening there was a welcoming reception with cocktails and hors d'oeuvres followed by a drawing for a \$2,500 gift certificate on John Deere equipment. Each of the next three days there were drawings, but it increased \$2,500 each day to the \$10,000 final drawing on Sunday.

After a breakfast buffet on Friday, we headed out to Mission Hills Resort for our second practice round. Another fun day was had by all of us as the weather was once again



View from the clubhouse of the Dunes course.



The living quarters were as beautiful as the golf course itself!

By Tom Schwab

85° and sunny. Lovely weather when you're not managing the turf! That evening we were treated to an outdoor barbeque with all the fixings. Bill Roberts was in attendance at this event. Then the games began. I don't

have great results to report from our Wisconsin contingent of myself, club pro Mike Muranyi, President Curt Schwerin, clubhouse manager John Van Blarcum and JD Rep. Holly Gilmour. We shot 18 under the first day and 19 the second. The winning team from California was 27 under the first day and 26 under the second, with lots of teams in between. I only

wish I could have made as many good golf shots as I made good snap shots.

The tournament was complemented by an entertaining and insightful golf clinic put on by tour professional Dave Stockton and his son David. Dave was also the guest speaker at the sit-down dinner on Saturday night. That dinner was high-lighted by John Deere's presentation of \$7,500 to the GCSAA's scholarship and research fund. One more asset from the tournament was making some good friends, especially from our neighboring states.

It's unfortunate that only one team from Wisconsin can qualify for the national tournament. These golf courses are some of the most gorgeous in the world and, in addition to the climate, a true golfer's paradise. Good luck to everyone in next year's state qualifying.



The Monroe Country Club team on the 8th green.



Mike Muranyi putts out for Monroe CC's team on the 17th green.

THE GRASS ROOTS 1990 Article Index

Compiled by Larry Lennert

EDITOR'S NOTE: Larry Lennert has greatly increased the value and usefulness of last year's Grass Roots with his organization of our first article index.

Here's Larry's explanation of how he put it together:

- Articles which are part of a regular feature, such as "The Editor's Notebook" or "From Across The Country" are listed under that regular feature's name. Articles not part of a regular feature are listed under categories which I created. These categories are: Awards, Education, Equipment, GCSAA, Golf Course Management, Government Relations, Irrigation, Opinion, Scholarship/Research, Surveys, Tournaments, Weather, and WGCSA.
- 2. Categories are in alphabetical order. Within each category, articles are listed in chronological order.

3. Article information is in the following format:

- a. Article Title (in italics), Author, Issue page number.
- b. All words start with a capital letter except the "by" in the author information and the "p" for page number.
- c. This format is used by Golf Course Management for its index; I think it looks very clean.
- 4. Articles announcing the date and location of meetings/ events that have occurred already were omitted.

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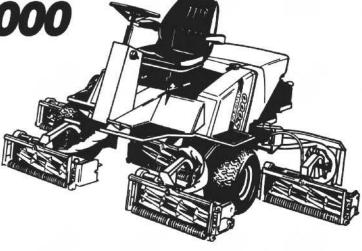
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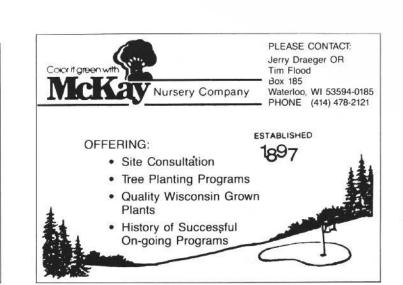
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