

whole idea behind the PDI. The fact of the matter is that if the GCSAA took the time to get to know the current educational levels, the current qualifications and experience levels and the current competencies of their membership, without the implementation of the PDI, there would be plenty of attributes, on the whole, that can be successfully marketed to the industry without the necessity of mandating participation by the membership.

A good example of this premise was when Mr. Mark Esoda, MSRG member, attended the recent Wisconsin GCSAA's annual election meeting to discuss the benefits and answer questions on the PDI. During that meeting, the question was raised, and asked by a show of hands, who in the room had a valid pesticide applicators license. In a State where, without the presence of restricted-use pesticides, an applicator's license **is not** required by law, nearly all hands were raised and it is my assumption that those few who did not raise their hands were, in fact, industry representatives and not superintendents or assistant superintendents.

When asked why the GCSAA, in their marketing efforts, could not use this type of involvement by members who are not required to provide any proficiency in

pesticide handling at all, Mr. Esoda could not answer. In other words, he did not know why the association could not market what members are currently doing without the aid of the PDI.

When looking at the final question, it would seem that the only substantial reason the GCSAA wishes to enact the new requirements of the PDI is to differentiate between their own members **and not** to differentiate between their member superintendents and non-GCSAA superintendents. And if the later is true, which is the whole purpose of the PDI, the GCSAA, by passing the initiative, sets the policy to disassociate from the industry of golf course management, those superintendents who are not members.

The GCSAA, in passing the Professional Development Initiative, will have successfully alienated the majority of superintendents from around the country and around the world and offered them, as a benefit of a GCSAA membership, joining a self-imposed, elite class, whose only significant contribution to the industry of golf course management, through the PDI, will be the ability to show how much difference there is among their own members. ♣



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# All of the Joys and Challenges From My First Year as the Turf Pathologist

By Dr. Geunhwa Jung, Department of Plant Pathology, University of Wisconsin-Madison

Wow! It has already been a year since I was brought on board the turf research team as a turf pathologist. I can not believe that time flies so fast. Year 2000 was special and meaningful to me. Basically, the span of feelings that human beings can possibly think of were experienced within a short time. I could not resist my overwhelming year and felt compelled write about my experiences.

Not too long ago, when Drs. John Andrew and Walt Stevenson, Department chair of Plant Pathology and Search Committee for the turf pathologist, respectively, walked into my office at the Department of Horticulture, UW-Madison, where I was studying my post-doctoral

research and told me "Congratulations!" It was too much for me to accept that surprise. It was too vivid and real for me to forget the moment. I do not know how other faculties can possibly describe the moment when they hear congratulations as I did for the first time. Surely they, like I, have a mixed feeling of surprise and happiness. For me it was so special that I could not bear my surprise and happiness inside my heart. Mixed feelings of joy, wonder, doubt, and challenge excited me about my new future. That moment was like the first berry set in the old vine tree, which has never born a bountiful harvest of delicious berries for 10 years. This was definitely one of the happiest and most memorable

landmarks of my short life so far.

From that time on, I have been living in a very different life. Like shoppers running back and forth to look for the perfect merchandise with a reasonable price, that was my first year. If you ask me to condense the whole year into a single word, I would say "BUSY." Even with a fog of turmoil, what needs to be done now and what needs to be completed in the future are carefully sorted out and positioned at the proper place. The whole year of activities as a turf pathologist and a member of the pathology department, running field and lab experiments, writing grants, reports and Grass Roots articles, attending various kinds of conferences and meetings, and meeting a

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variety of people was completely exhilarating. Surely my research programs are now at the stage of progressive maturation step by step.

I understood that the ultimate long-term goal for this position is like a long race by a marathon runner, but a tenure clock set for only 5 years and already the ticking scares me. Depending on how well my research and extension projects are accomplished in the next five years, either another milestone will be posted somewhere else, or I'll become a Wisconsinite forever. During the last year there were times

of challenge, frustration, intimidation, and disappointment; however the joy of learning new things and struggling with the problems of the research projects made me to overcome the difficult times. A handful of encouraging words and helpful suggestions always washed away the discouragement and filled an empty mind with fresh hope and elevated enthusiasm instead. What a wonderful privilege I have to be a part of the Wisconsin turf research teams! As you know, a small black haired guy speaking English touched with Korean accent did not have the

superb abilities in writing, understanding, and communicating like others; luckily I have a supportive team of industry, a cooperative team of researchers, along with my endless passion and burning desire.

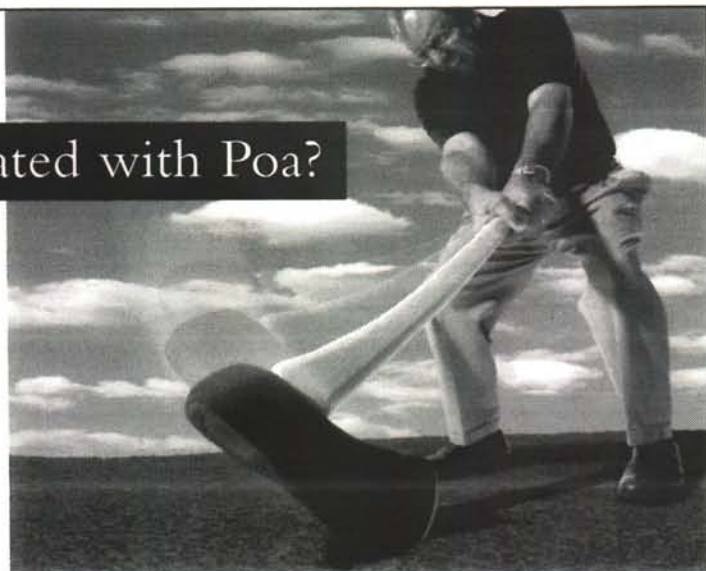
After the year of incubation period several new research programs were hatched and are now growing. Although in an infant stage, the programs are as follows:

1) Finding how many snow mold resistance genes exist in bentgrass species and where they are located in chromosomes (a discrete unit of the genome carrying many genes) using molecular techniques. Furthermore, resulting information will be compared with information from winter wheat, which is also damaged by the *Typhula* fungal pathogen, in order to better understand the interaction of the host (perennial bentgrass and annual winter wheat) and pathogen (cold loving fungal pathogen). So whoever faces snow mold problems will get benefits by both the development of snow mold resistant cultivars via molecular marker-assisted breeding programs and the development of integrated management strategies considering cultural, chemical, and genetic aspects.

2) Understanding the geographical distribution of snow mold isolates throughout Wisconsin as well as other regions with snow mold problems will also help for better disease management. Why are some *Typhula* isolates/species found on one golf course but not on other courses? What factors (environment or others?) make them adapt to that particular area? These results will help golf course superintendents with the selection of most efficient fungicides depending on which isolates are predominantly present.

3) The next important disease we are currently working on is dollar spot. Dollar spot resistance in bentgrass species seems to be simpler for the development of resistant cultivars via classical and molecular

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breeding methods due to its qualitative inheritance rather than quantitatively inherited traits such as snow molds. Qualitative inheritance means the disease resistance is controlled by 1 or 2 genes rather than many genes associated with quantitatively controlled traits. Another reason to work with dollar spot is that combining resistant genes from both colonial and creeping bentgrass species might increase the resistance synergistically or broaden the resistance horizontally, which is particularly important for the dollar spot because of the pathogen's rapid change.

4) We are working on gray leaf spot, one of the most devastating diseases for perennial ryegrass in Southern regions of U.S. In fact it is also called rice blast in rice and is caused by the same pathogen *Pyricularia grisea*. It may sound strange to you since we did not get any reports on the disease incidence in Wisconsin, however; we never know what will happen in the future.

5) Genetic relationship and fingerprinting of Kentucky bluegrass cultivars using many tools such as molecular and morphological marker, disease reactions, pedigree information, and the level of polyploid, an organism with more than two basic sets of chromosomes. Kentucky bluegrass has a series of chromosomal sets, three (triploid), four (tetraploid), five (pentaploid), or even more instead of two as in diploids. The value of Kentucky bluegrass cultivars is being reconsidered for golf course fairways and roughs due to the recent epidemic of

gray leaf spot on perennial ryegrass. Furthermore, the development of many new cultivars is making users confused about the selection of proper cultivars. For those reasons, the resulting information of Kentucky bluegrass research surely will help golf course superintendents and Wisconsin sod producers to select cultivars in an expected and systematic manner.

6) Making every effort to maintain TDL (turfgrass diagnosis lab) as a centralized place accessible and interactive for clients, golf course superintendents, sod producers, athletic field managers, and homeowners under the cooperative mind of Wisconsin researchers.

In reflection of what made Wisconsin turf research programs stand in the current position is all boiling down to a group of Wisconsin people who are eager to unselfishly support and willing to sacrificially participate in the improvement of Wisconsin turf research programs. The Wisconsin Turfgrass Association accomplished a miraculous project on the establishment of O.J. Noer research center years ago and is now launching another anchor in fundraising four graduate fellowships which will be given to four departments (Soil Science, Horticulture, Entomology, and Plant Pathology). In fact, one of them was already completed and given to the Department of Soil Science at the 2000 Field Day. Thank you for your excellent partnership and dedication.

In addition, I would like to deeply acknowledge those who also helped

and encouraged me when I needed them the most. Colleagues and students in the department, the turf researches team, the industry people, and colleagues inside and outside campus were standing out most than anyone else. Again I would like to extend my sincere and thankful appreciation to you all. May you have most joyful and fruitful year in 2001 and the coming years. ♣

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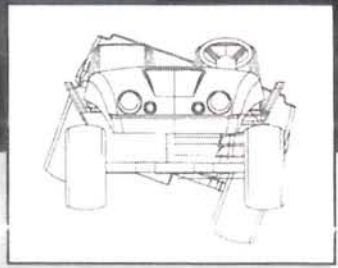
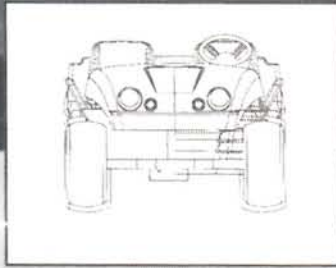
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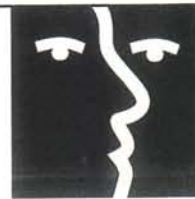
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# From Start to Finish, It's the Contact With People That He Likes Most



By Lori Ward Bocher

Mention golf course construction, and things like earth moving and shaping usually come to mind. But for Dave Weber, director of the golf course division for The Bruce Company, the job is more about people.

- It's working with legends like Arnold Palmer, Jack Nicklaus, and Gary Player.
- It's knowing that golf course superintendents are an interesting and genuine group of people to work with, thus making his work days more pleasurable.
- And it's finding enough people to do all the work that needs to be done – or machinery that will do it in place of people.

As director of the golf course division, Dave is an overseer on all projects, from start to finish. "I'm involved in the estimating, the pricing and bidding for each project," he explains. "I'm also responsible for seeing that the projects we have are being staffed with the right people and right equipment. I purchase and rent equipment that we need. I hire and fire staff and handle the personnel activities.

"I make all the client contacts," he continues. "I'm the point man. If somebody calls here and needs something done, I'm the one who meets with them and helps them decide what they want, gets a price for the project, and eventually follows through and sees that the project gets done."

Dave points out that he is ably supported by his staff, including Brian Porter, the estimator, and Paul Richert, the contract administrator. "They help me a ton. Please give them credit," he adds.

The Bruce Company is usually working on three new golf courses at any given time, along with remodeling projects. "Generally, we can do an 18-hole course in nine months," Dave points out. "But that can vary dramatically depending on the scope or scale of the project. We did an 18-hole course in Zion, Ill., that took the better part of two years to complete because of the large amount of earth work and drainage work that needed to be done. We also did an 18-hole course in Cedar Rapids, Iowa, this year that we started in very early March and were done by the end of August."

## Working with golf legends...

It's the people, not the courses, that stand out most in Dave's mind. "This job has allowed me to meet some really neat people," he says. "In the few short years that I've been doing this, I've had the opportunity to do a project with Arnold Palmer and Gary Player, and I'm currently doing one with Jack Nicklaus. I've gotten to meet

some really interesting people this way. And, of course, all of the courses that they do are very above average courses."

Dave reports that it's "very, very humbling" to meet these golf legends. "They're all three extremely... well, I hate to use the word common because they're far from common. But they will stand there and talk to me just like I'm talking to you right now," he relates. "And they're all very, very good golf designers in their own right."

If anyone thinks these three golf legends just lend their names to golf course projects, Dave is ready to set them straight. "They take active roles in how their golf courses are being designed," he reports. "Of the three, Mr. Nicklaus probably takes a more proactive approach than the others. But all three take a very definite interest in how that golf course is being routed and the strategies that are being employed to make the golf

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course what it is.”

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Dave finds that most of the architects he's worked with are pretty practical. "They're designing their golf courses to fit the existing land forms. They aren't moving dirt for the sake of moving dirt," he says. "They're demanding in that they want a quality finished product, like we all do when we're putting our name on anything. But they're reasonable."

How much of a role do architects have in choosing the construction company? "It varies on the type or project being done," Dave answers. "If it's a public project involving public funding, the architect's role may be only in pre-qualifying who can bid the project. But then the low bidder is most likely going to get the job."

"With private courses, it oftentimes happens that the architect will select one or two contractors that he has a history with, and he'll recommend them to the owners as being the construction companies that are best suited to build his course," he continues.

"The third option is a design/build scenario whereby the developer/owner selects an architect and builder who work hand in hand in putting the project together. That scenario is the most cost effective for everybody,"

Dave explains, adding that the Bruce Company works under all three scenarios.

**Super superintendents...**

There's another group of people that Dave enjoys working with – a group with far less star appeal: golf course superintendents. "Golf course superintendents are one of the most interesting and neatest group of people I've ever worked with," he says. "When I was in the landscape end of the business, I worked with general contractors and developers. Now that I work with golf course superintendents, I find them to be such a genuine group of people. It's a real pleasure every day to know that, when I come to work, I'm going to be dealing with people of that caliber."

While working with great people is the biggest reward of the job for Dave, finding and keeping the right employees is his biggest challenge. "Finding and keeping good people, which is the key to any business, is probably foremost on my plate in terms of challenges right now," Dave says.

When the Bruce Company constructs a course, it has a mixed labor force. "We will take our own skilled people to the site," Dave explains. "We use our own shapers and a lot of our own operators. That's a key part to what we're doing – the quality of the shaping and finishing work. But we will also hire as many local people as possible. In the Austin (Texas) area where we're working right now, the economy is booming and labor is about as plentiful down there as it is in the Madison area."

For the traveling work crew, it means being gone from home for three weeks at a time, followed by a four-day weekend. Dave's travel is limited to two or three days at a time. "My visits to a site are usually in conjunction with an architect's visit or the owner's visit to the site," he points out.

**More machinery...**

The cost of labor is a driving force in the evolution of golf course construction. "Right now, the biggest cost we have at any project is labor," Dave explains. "The less labor intensive and more mechanical something can become, the more advantageous. Laying large-roll sod is an example that comes to mind. It used to be done by hand, and it might take five guys to do it. Today, with the large-roll sod, it takes two – one running the spider that's rolling out the sod and the other guy using a fork to pull it in place."

"I would say, in our industry right now, the issue that's looked at most often is, 'How and where can we replace physical labor with mechanical labor?'" Dave adds. "There are small backhoes now to do trenching work that used to be done manually. Mechanical carts can move material and dump it into places you couldn't get to before."

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