

# TEE TALK

By  
Scott Turtinen  
Executive Director, MGCSA



The MGCSA's always-popular Turf Tourney will be held June 17 at 19 courses in the Twin Cities area.

Entry forms have been mailed, and we urge you to pass the word out to your members and other friends to get them involved.

By the telephone calls we get at our office from so many golfers — even way before there's any announcement — we're confident they really enjoy playing the outstanding golf courses that are available each year.

\* \* \* \*

**1994 MGCSA Rosters were mailed in April.** If your information needs updating or if it is incorrect in any way, please call or write our office so that the appropriate changes can be made. Please note that Larry Vetter's business phone should be 612/476-1650.

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**MGCSA scholarship applications are available.** Just call 612/473-0557 or 1-800-642-7227, and we'll respond promptly.

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**Our thanks to Dave Sime and his crew** for their outstanding cooperation in advance of the April meeting as well as the most enjoyable day at their club.

\* \* \* \*

**Scott Austin** called to let us know that he has a new assistant, **Jeff Johnson**, a graduate of the University of Minnesota, at Midland Hills. **Dr. Don White** at the University of Minnesota reports that **Brian Netz**, an MGCSA scholar who worked at Interlachen while going to the U, has

been hired as an assistant superintendent at Wakonda in Des Moines, Iowa.

\* \* \* \*

**Did you notice** that the April issue of Hole Notes had 40 pages, and this month we have a 44-pager? Thanks to the much-appreciated advertising support of so many associate members, these larger and informative issues are possible.

And thanks, too, to the increasing number of MGCSA members, who are submitting stories for publication. If you have something interesting happening at *your* course, let us know.

## Update on Human Resources Library

Are you in the process of hiring your seasonal crew? Do you need guidelines for interviews? How about job descriptions? Do you or any one in your family have a disability or personal problem and are in need of help or guidance? These are concerns that we as Golf Superintendents are faced with periodically.

Starting in 1994, a new committee was created to give us information when we have a need. Presently, the Human Resources Committee is being formed, and in this process we are gathering information from the GCSAA and various other sources. If you have a concern or need information along this line, you can call our MGCSA office at 1-800-642-7227 and hopefully they can give you copies of what we have on file. Please call any of the committee members if you have a concern regarding our Human Resources Committee.

Below are the names and phone numbers of Committee members and an Index of materials on file at the MGCSA office in Wayzata.

### Human Resources Committee

Tom Kientzle - Co-Chair	.....218-963-7732
Cary Femrite - Co-Chair	.....612-261-4656
Steve Schumacher	.....612-532-4284
Patty Knaggs	.....612-448-3626

The following is information on file in the MGCSA Human Resources Library.

1. Personnel Handbook - General policy guidelines
2. Sample Job Descriptions
3. Employee Rights
4. Preparing a resume'
5. Career development
6. Coping with unemployment
7. Selecting a Golf Superintendent
8. Associations to help you or your family deal with accidents or disabilities
9. Community summer programs for disabled children

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## Test —

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1. (c) The rules of golf do not define a “legal” hole location. In fact, technically, the hole doesn’t have to be on the green! However, a minimum of four paces from any fringe and a reasonably level area of six or more feet in diameter is a well-accepted rule of thumb for hole selections.

2. (b) The five lateral hazard options are (1) play it as it lies, (2) stroke and distance, (3) keeping point where the ball last crossed the margin of the hazard between you and the hole, drop behind the hazard in line with the hole, (4) using the point of last entry as reference, drop a ball within two club lengths of that point no closer to the hole, and (5) on the opposite margin of the hazard, find the point equidistant to the hole from the point of last entry and drop within two club lengths of that point, not closer to the hole. (Rule 26)

3. (b) A hole made by a greenkeeper is “ground under repair”, whether or not so marked. (Rule 25)

4. (b) This doesn’t directly relate to the rules, but in stroke play, mowing between groups changes the playing characteristics of the course, and is inequitable. In match play, there would be no problem because each match is a separate competition.

5. (c) Tournament officials should be called in to assess the damage and make repairs. Often a cup cutter is called in to assist. In the absence of an official, the players may attempt to fix the cup. In an extreme case, the hole may be repositioned in a similar area. (Rule 16; Dec. 16-1a6)

6. (b) Lateral hazards are water hazards. (Rule 26). Wooded or overgrown areas may not be marked as lateral water hazards unless they carry water. Losing your ball is, unfortunately, sometimes part of the game. The provisional ball rule helps to alleviate the slowdown of play.

7. (b) It is important to note that tee markers of the hole being played are fixed parts of the golf course, just like an O.B. stake. Tee markers on other holes are moveable obstructions. (Rule 11)

8. (b) The rules may apply differently in each of these areas. (Definitions)

9. (a) Other possible in course O.B. situations include the clubhouse area and the driving range. Although discouraged, in course O.B. can protect golfers and force the player to play the hole as it was designed. (Dec. 33 - 2a12 and 14)

10. (b) “Ground under repair” is an abnormal ground condition. Generally poor conditions, regardless of the cause, are simply that—poor conditions which the golfer must deal with. (Rule 25)

11. (c) The player should always have the option to play the game under the rules. The only exception is for “ground under repair” from which play is not permissible. This may refer to flower beds or newly seeded or sodded areas. (Dec. 33 - 834)

12. (b) Grass clippings or other material which is abandoned (i.e. will not be removed) is not “ground under repair”; it is in play. (Rule 25)

13. (a) In USGA championships, we avoid using stakes where possible.

14. (b) Attached divots are deemed to be fixed or growing. Therefore, the ball must be played as it lies, and the divot may not be fixed. The player should repair the damage after making his shot. (Dec. 13 - 25)

15. (b) In order to get relief, from casual water, a player must be able to see water around his feet or the ball at address. Soft or muddy ground without visible water is not casual water. (Definitions)

16. (b) “Ground under repair” extends vertically downward but not upward. Since the piled material interferes only with the players follow through, which is above ground, the player is not entitled to relief. (Definitions)

17. (c) Relief is granted only if the ball lies outside the water hazard. There is no relief from immovable obstructions if the ball lies in a water hazard. (Rule 24)

18. (b) The player must take relief from the wrong putting green. Wrong putting greens include practice greens, but not turf nurseries. The player may stand on a putting green to play a shot from off the green. A local rule requiring dropping away from a fringe area may be adopted. (Rule 25; Dec. 33 - 833)

19. (a) Both rough and fairway areas are “through the green”; thus, the ball is in play. The ball must be re-dropped if it rolls more than two club lengths, or comes to rest in a hazard, on a putting green, or out of bounds. (Rule 25 - 2; Appendix 1 “Lifting an Embedded Ball”; Rule 20)

20. (c) A player is entitled to the lie and shot which is the natural consequence of the preceding shot. Since A’s ball created a pitch mark off the green, A cannot repair that pitch mark. However, B’s ball altered the conditions of A’s next shot. Thus, A may repair B’s pitch mark. (Dec. 13 - 28)

## Human Resources —

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10. Questionnaire form for telephone reference check
11. Position analysis - Job description, work scope, physical demands, work environments
12. Employment applications
13. Pre-employment inquiry guide - Interview questions - do’s and don’t’s
14. Golf course liability

**1994 SCHOLARSHIP  
APPLICATIONS  
ARE AVAILABLE  
AT THE MGCSA OFFICE**

**Call (612) 473-0557  
or 1-800-642-7227**