



Hole Notes

The official publication of the MGCSA

*Dellwood Country Club, Site of the 2014
MGCSA Scramble Tournament*

Vol. 48, No. 3 April 2014



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Presents "The SCRAMBLE"
AT MEDINA Golf and Country Club



MONDAY, June 3, 2013

Medina, Minnesota

HOST SUPERINTENDENT: Erin McManus

This is a combined scholarship/research fundraising event. Proper golf attire required. \$120 entry fee (per person) includes lunch, research donation, range balls, cart fee, and heavy appetizers. The format is a scramble and open to all members with emphasis placed upon inviting your club officials to join in the fun. Prizes from the Pro Shop will be based upon participation. A 50/50 skins game for \$50 per team. 50 percent of which goes to the Research and Scholarship funding. Join the fun, it won't be the same without you!!!

FORMAT: FOUR-PERSON SCRAMBLE

11:30 - 12:45 p.m.	Registration – Driving Range available, lunch
1:00 p.m.	GOLF - Shotgun
5:30-7:00 p.m.	Reception and heavy appetizers (Dinner tickets available for \$60 ea. -- includes donation.)

----- **REGISTRATION FORM** -----

PLEASE FILL OUT COMPLETELY. THE DINNER COUNTS ARE IMPORTANT.

NAME	CLASS	GOLF COURSE / COMPANY	GOLF - \$120 ea.	DINNER ONLY - \$60
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

REGISTER: ____ **GOLFERS @ \$120 ea** (Golf, dinner, donation, range balls, cart) ____ **NON-GOLFERS @ \$60 ea.** (Dinner, donation)

TOTAL ENCLOSED: \$ _____

PAYMENT METHOD: ____ **Check** ____ **Credit Card:** ____ **VISA** ____ **MASTERCARD** ____ **DISCOVER**

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Credit Card Number: _____ Security Code: _____ Expiration Date: _____

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Make check payable to MGCSA and mail to: MGCSA, 10050 204th Street North, Forest Lake, MN 55025
REGISTRATION DEADLINE: May 27, 2013

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May 12
***Affiliate Appreciation Morning
Golf and Business Meeting
The Lost Spur Golf Course
Host Brandon Gauster***

June 2
***The Scramble
Fund Raiser Golf Event
Dellwood Country Club
Host Eric Peterson***

June 30th
***South East Exposure
The Bridges Golf Club
Host Kyle Kleinschmidt***

July 21
***The Championship
Rochester Golf and Country Club
Host Nick Folk***

July 28
***Northern Lakes Exposure
The Wilderness at Fortune Bay
Host Vince Dodge CGCS***

October 13
***The Wee One
Brackett's Crossing Country Club
Host Tom Prosheck***



***A little spare time, a little peanut butter.
Thanks Vince Dodge, super at The
Wilderness for a fine mouse trap***



EDITOR

DAVE KAZMIERCZAK, CGCS
DAVE@PRESTWICK.COMCASTBIZ.NET

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Presidential Perspective

by Roger Stewart, CGCS Superintendent at TPC Twin Cities

Finally, we can see a little spring in the air and golf courses are open for business. It's a welcome relief for most of us and the smell of fresh cut grass feels great! I hope all our MGCSA members came through the winter in good condition.

There doesn't seem to be much chatter about winter injury of any consequence and I will take that as an indicator of a great season ahead. MGCSA has another active calendar this year and now is a great time to volunteer to help your association with these activities.

If you want to step outside your comfort zone, meet MGCSA members and greet ones you already know, then we could always use some help at the registration table. If you have ever helped with this, you know there are a lot of balls in the air and Jack MacKenzie can always use a hand. No long

commitment, just offer to help when you can. It's a great way to get involved with your association. Of course, we always welcome some help on a committee level as well. A small commitment, but a great return on investment.

Starting off this year, we have the MGA Spring Turf Seminar sponsored by Reinders on May 6 at Edina Country Club. This is quickly becoming a popular event to bring superintendents, golf professionals and club managers together at the beginning of the season to hear about how we all fared the past winter and what may be challenging in the coming season. I look forward to going every year.

Members of the Board of Directors will be hosting our annual golf event with our Affiliate members on May 12 and look forward to the fellowship of the golf and the discussion after lunch with those that provide needed

support for MGCSA each year. It's a fun event, and a great way to say thanks. Coming up after that is one of the most important events of the year for MGCSA, The Scramble.

The Scramble is scheduled for June 2nd at Dellwood Country Club. This is a great venue that presents a perfect opportunity to invite members of your club, club officials, owners, players, family or anyone else who sees the value in turfgrass research at the U of M and the scholarship opportunities MGCSA provides for future superintendents and our own members families.

This event is also a great opportunity to get a foursome together with fellow superintendents for friendly competition and support the Scholarship and Research that gives back to your profession. Send in your registration today and be part of a great event at a great venue.

It is not too early to start thinking about playing in the Wee One Foundation fund raiser October 13 at Brackett's Crossing. The Wee

One Foundation events are quickly becoming the "must attend" event across the country and the one we host here in the Twin Cities grows in attendance each year.

Start putting your foursome together now and consider donating a raffle prize for this event that benefits our peers facing serious medical and health challenges. Jack MacKenzie works with Dale Parske, Tom Proshek, John Meyer, Paul Diegnau and the Wee One Foundation each year to make this event unforgettable. Don't be conspicuous by your absence, join us for a great day for a great cause. I promise if you come this year, you will want to come every year!

MGCSA is ramping up for a busy season and it looks like our courses are off to a great start as well. If MGCSA can be of assistance to you, our members, in any way this season please don't hesitate to contact myself, any member of the Board of Directors or Jack MacKenzie.

All the best for a great season.

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In Bounds

by Jack MacKenzie, CGCS

“If it is brown, flush it down and if it is yellow, let it mellow,” I can still hear Francie’s precious statement resonate in my mind. This was an old term used during power outages when I was a kid and hauled buckets of water from the golf course to flush the toilets. The meaning was explicit; conserve water.

Recently my wife and I were fortunate to spend a little over a week in an arid paradise called Culebra, an island half way between Costa Rica and St. Thomas in the Spanish Virgin Isles. The sandy beaches touted to be, and in actuality were, some of the best in the world, fishing, snorkeling, kayaking and exploring we spent our days doing anything very productive. Bays too shallow for cruise ships, we were two of relatively few people from the mainland.

The solitude was perfect, however we were surprised by the almost retentive sanction our host impressed upon us regarding water use. Unlike the small costal town of Dewey, we did not have the luxury of water piped from the island Vieques and relied upon the rain water captured from the roof during infrequent precipitation and contained in a cistern under the house. Bottled water was used for drinking and cooking.

“You have 1,100 gallons in the tank but you sure better not use it up!”, Francie mandated as she left. Considering the average person in the United States uses between 80 and 100 gallons of water each day, my travel companion and I had to become very water conscious and in a big hurry. The weather was predicted to be sunny with limited chance for rain.

In our fair state, ‘the land of 10,000 lakes’, water, both quantity

and quality, is becoming more and more of a concern. For over a decade you have heard many leaders in our industry express the importance of developing a plan to protect the irrigation rights of our businesses. Climate change, agricultural dynamics, population expansion and political priorities have made water management upon golf courses individually and as a whole, more critical than ever before.

As you know, I represent our industry through participation upon, and attendance at, several levels of agency committees including the DNR North East Ground Water Strategic Planning Work Group and the MDA Pesticide Management Plan Committee. Yes, quantity and quality are catchy words that will be very applicable to our industry in more ways than one as time moves on.

Of paramount interest will be access to this, our most precious, finite resource. Currently, due to the ability of the DNR to monitor stream

flow and lake levels surface water, users are under the gun to reduce water consumption and conserve whenever possible. One northern Minnesota course has been given the following mandate from their local hydrologist : “I therefore strongly urge you to investigate a ground water or other source for irrigation, as after December 31, 2017 the City of ***** must be able to withstand the result of a complete suspension of appropriation from ***** lake during low flow periods. After this date the DNR will no longer allow even limited water appropriation”.

As more and more monitoring wells are drilled throughout the state, groundwater tables will be reviewed even closer for depletion below specified thresholds. It can be anticipated that golf course destinations will be targets for irrigation permit suspensions when shortages become apparent. Your Environmental Stewardship Committee, under the guidance of Scottie Hines CGCS, Roger Stewart CGCS and Dr. Brian Horgan are

working hard to create logical water management policies to protect your resource today and during drought cycles.

The issue is much, much larger then use however. In a twisted positive perspective, consider your course as your community's largest rain garden, with the potential to capture and reuse stormwater or a destination for ground water recharge or possibly, if the EPA changes their regulations, the end of the line for effluent water. Several courses in our state already are committed to their communities and provide such partnerships.

As the Environmental Stewardship Committee works through a plan to protect your access to water, put on your thinking cap and consider the many ways you can improve water conservation and potentially reuse at your golf course. Not only must we create policy for shielding our water availability, we must become part of the solution. As individual clubs and as an industry, you must become leaders with the

proactive goal of becoming local water professionals.

Talk with your area hydrologists, city engineers and land assessors. Volunteer to participate upon the local watershed district, land management committee and city council as a professional consultant. Conservation, protection, recycling and reuse should be a priority. Make your club and yourself a valuable commodity to be depended upon as a resolving force to a growing issue.

With buckets upon the floor and distant rumbles of thunder, all of the conservation efforts my wife and I employed on our vacation were without reward. A tropical storm during the last night of our trip not only made all the holes in the roof evident, it also filled the cistern to overflow. Although we reaped no benefit and had plenty of water to spare at the end of our adventure, it was nice to know however, that with or without the aid from Mother Nature, Francie wasn't going to hound us for using too much water.



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2014 LEGACY SCHOLARSHIPS

The Program:

The Minnesota Golf Course Superintendents' Association offers a scholarship program designed to assist children and grandchildren of Class AA, A, SM, C, D, Associate and Affili-

ate members. The MGCSA provides scholarships to students attending college or vocational programs at any accredited post-secondary institution. The program is independently managed by Scholarship

America, a national non-profit student aid service organization. Awards will be granted without regard to race, color, creed, religion, sex, disability, national origin or financial need.

Selection of Recipients:

Scholarship recipients are selected

on the basis of academic record, potential to succeed, leadership and participation in school and community activities, honors, work experience, a statement of education and career goals and an outside appraisal. Selection of recipients is made by Scholarship Management Services. In no instance does any member of the

MGCSA play a part in the selection. Applicants will be notified by the end of July whether they have been awarded or denied a scholarship.

Eligibility:

Applicants for the MGCSA Legacy

Scholarships must be: children/grandchildren of Class AA, A, SM, C, D, Associate or Affiliate members who have been members of the MGCSA at least five years; High school seniors or graduates who plan to enroll or students who are already enrolled in



a full-time undergraduate course of study at an accredited two- or four-year college, university or vocational-technical school, and under 23 years of age.

Awards:

Three awards will be given to children and grandchildren of Class AA, A, SM and C members. One award of \$1,500 in the name of Joseph S. Garske will be given to the highest evaluated applicant. That award will be renewable for one year contingent upon full- time enrollment and satisfactory academic performance. One other \$1,000 award will be given to other qualified applicants from this group. One \$1,000 award will be available to children and grandchildren of Class D, Associate and Affiliate members. These awards are not renewable. However, stu-

dents may reapply to the program each year they meet eligibility requirements. Awards are for undergraduate study only.

Obligations:

Recipients have no obligation to the MGCSA or its members. They are, however, required to supply Scholarship Management Ser-

vices with current transcripts and to notify Scholarship Management Services of any changes of address, school enrollment or other relevant information. Except as described in this brochure, no ob-

ligation is assumed by the MGCSA.

Application Deadline:

June 1, 2014.

More info at: www.mgcsa.org



WHEREVER GOLF IS PLAYED

Something to Consider:

The 13 Characteristics of Successful People

by Jeffrey J. Mayer

I've spent many years studying successful people and have identified the skills, talents, and characteristics that enable them to succeed. As you look at and study these skills, talents, and characteristics, you'll realize that you possess many of them yourself. Some of these skills and talents are more dominant than others and will play a greater part in your being, or becoming, a success in the business of life. These are the things you do well. The things you do easily and effortlessly. These are your strengths.

When you find you need a skill or talent you don't have, just go out and look for a person or group of people with the skills, talents, and training you need. Skills and talents that complement your own. These people will become your teammates, colleagues, co-workers, professional advisors,

and friends. With these combined skills and talents organizations grow, prosper, and become successful.

These are the five things you'll find every successful person has in common:

- 1. They have a dream.*
- 2. They have a plan.*
- 3. They have specific knowledge or training.*
- 4. They're willing to work hard.*
- 5. They don't take no for an answer.*

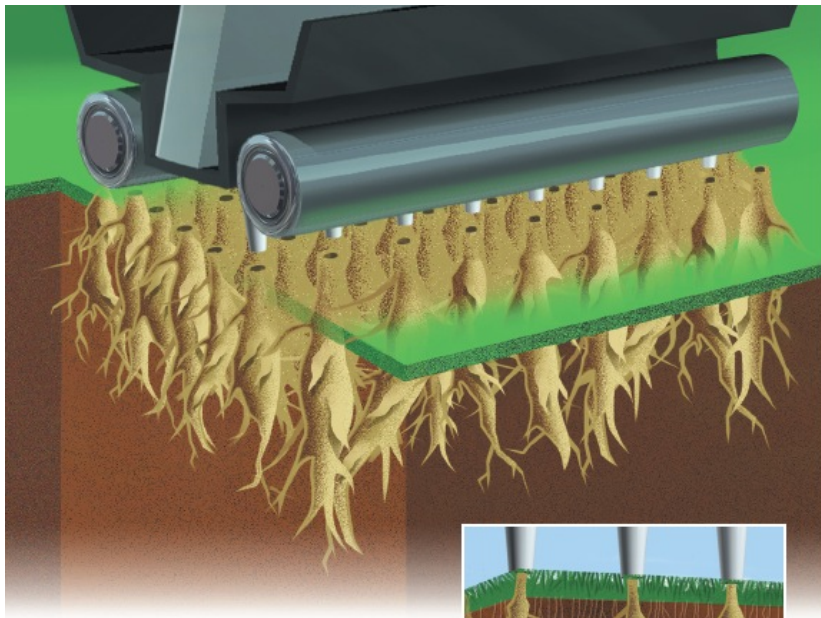
Remember: *Success begins with a state of mind. You must believe you'll be successful in order to become a success.*

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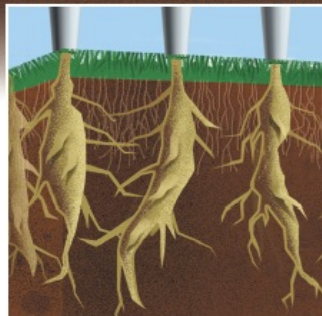
Only DryJect aerates three dimensionally-side to side, front to back and even connects hole to hole. It's a revolutionary concept using powered water - a patented Venturi process - to open the soil for air, water and amendments in high volume without disturbing the surface.

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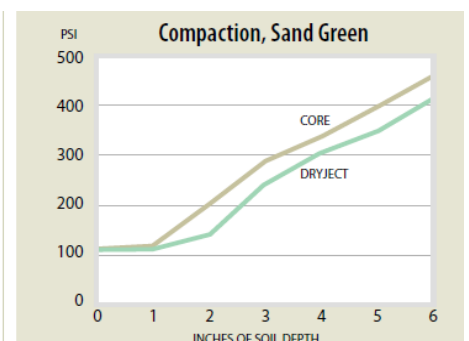
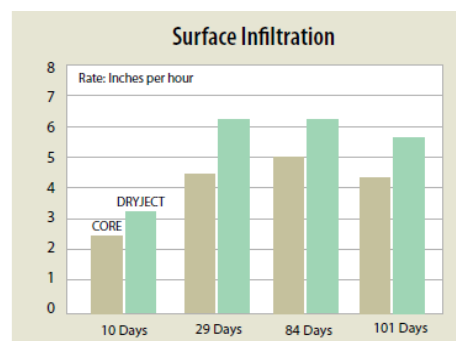
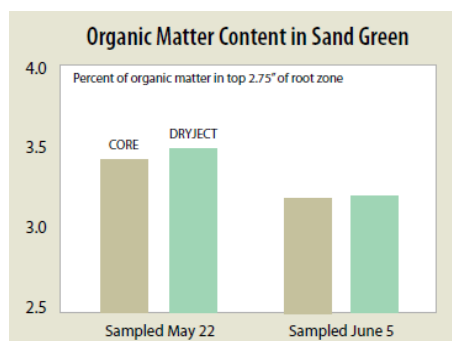
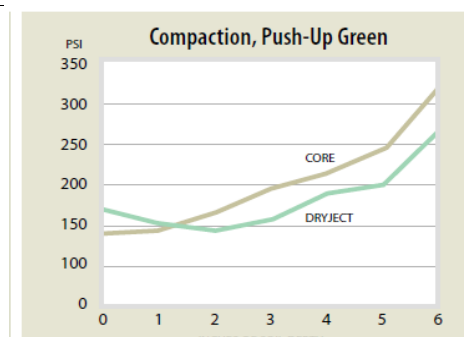
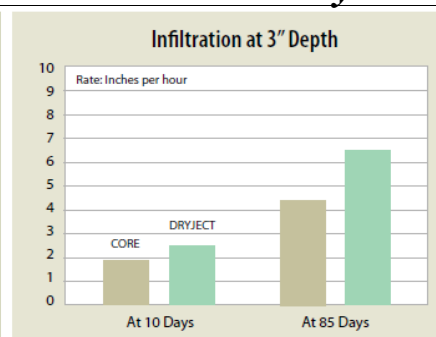
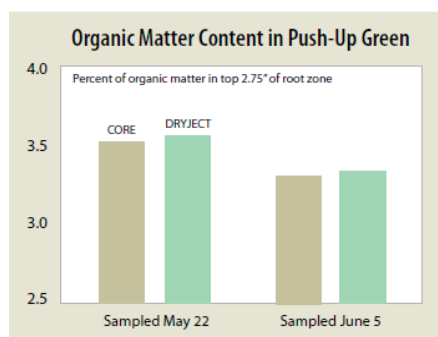
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The following is a list of the skills, talents, and characteristics you'll find in successful people:

1. Successful People Have a Dream.

They have a well-defined purpose. They have a definite goal. They know what they want. They aren't easily influenced by the thoughts and opinions of others. They have willpower. They have ideas. Their strong desire brings strong results. They go out and do things that others say can't be done.

Remember: *It only takes one sound idea to achieve success.*

Remember: People who excel in life are those who produce results, not excuses. Anybody can come up with excuses and explanations for why he hasn't made it. Those who want to succeed badly enough don't make excuses.

2. Successful People Have Ambition. They want to accomplish something. They have enthusiasm, commitment, and pride. They have self-discipline. They're willing to work hard and to go the extra mile. They have a burning desire to succeed. They're willing to do whatever

it takes to get the job done.

Remember: *With hard work come results. The joy in life comes with working for and achieving something.*

3. Successful People Are Strongly Motivated Toward Achievement.

They take great satisfaction in accomplishing a task.

4. Successful People Are Focused.

They concentrate on their main goals and objectives. They don't get sidetracked. They don't procrastinate. They work on the projects that are important, and don't allow those projects to sit until the last minute. They're productive, not just busy.

5. Successful People Learn How to Get Things Done. They use their skills, talents, energies, and knowledge to the fullest extent possible. They do the things that need to be done, not just the things they like to do. They are willing to work hard and to commit themselves to getting the job done.

Remember: *Happiness is found in doing and accomplishing, not in owning and possessing.*

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Wherever golf is played.



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Anecdote: Many years ago I was asked: “Jeff, do you like pleasing habits or pleasing results?” As I pondered that probing question, and squirmed in my chair like a worm at the end of a hook, I felt as if I had painted myself into a corner. A few moments later I answered: “I like pleasing results.” From that moment on my life changed. I began to do the things that were difficult, because they enabled me to achieve my goals.

6. Successful People Take Responsibility for Their Actions. They don’t make excuses. They don’t blame others. They don’t whine and complain.

7. Successful People Look for Solutions to Problems. They’re opportunity minded. When they see opportunities they take advantage of them.

8. Successful People Make Decisions. They think about the issues and relevant facts, give them adequate deliberation and consideration, and make a decision. Decisions aren’t put off or delayed, they’re made now!

Success Tip: Spend more time think-

ing and planning before you make your decision, and you’ll make better decisions.

Success Tip: When you don’t get the expected results from the decision you’ve made, change your course of action. *Decisions should never be carved in stone.*

9. Successful People Have the Courage to Admit They’ve Made a Mistake. When you make a mistake, admit it, fix it, and move on. Don’t waste a lot of time, energy, money, and/or other resources trying to defend a mistake or a bad decision.

Remember: *When people are wrong, they may admit it to themselves. If they are handled gently and tactfully, they may admit it to others and even take pride in their frankness and broad-mindedness. But people become very defensive and angry when others try to cram their mistakes down their throats.*

10. Successful People Are Self-Reliant. They have the skills, talents, and training that are needed in order to be successful.

11. Successful People Have Spe-



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*The
Championship*

July 21, 2014



**The Rochester Golf and Country Club
Host Nick Folk**

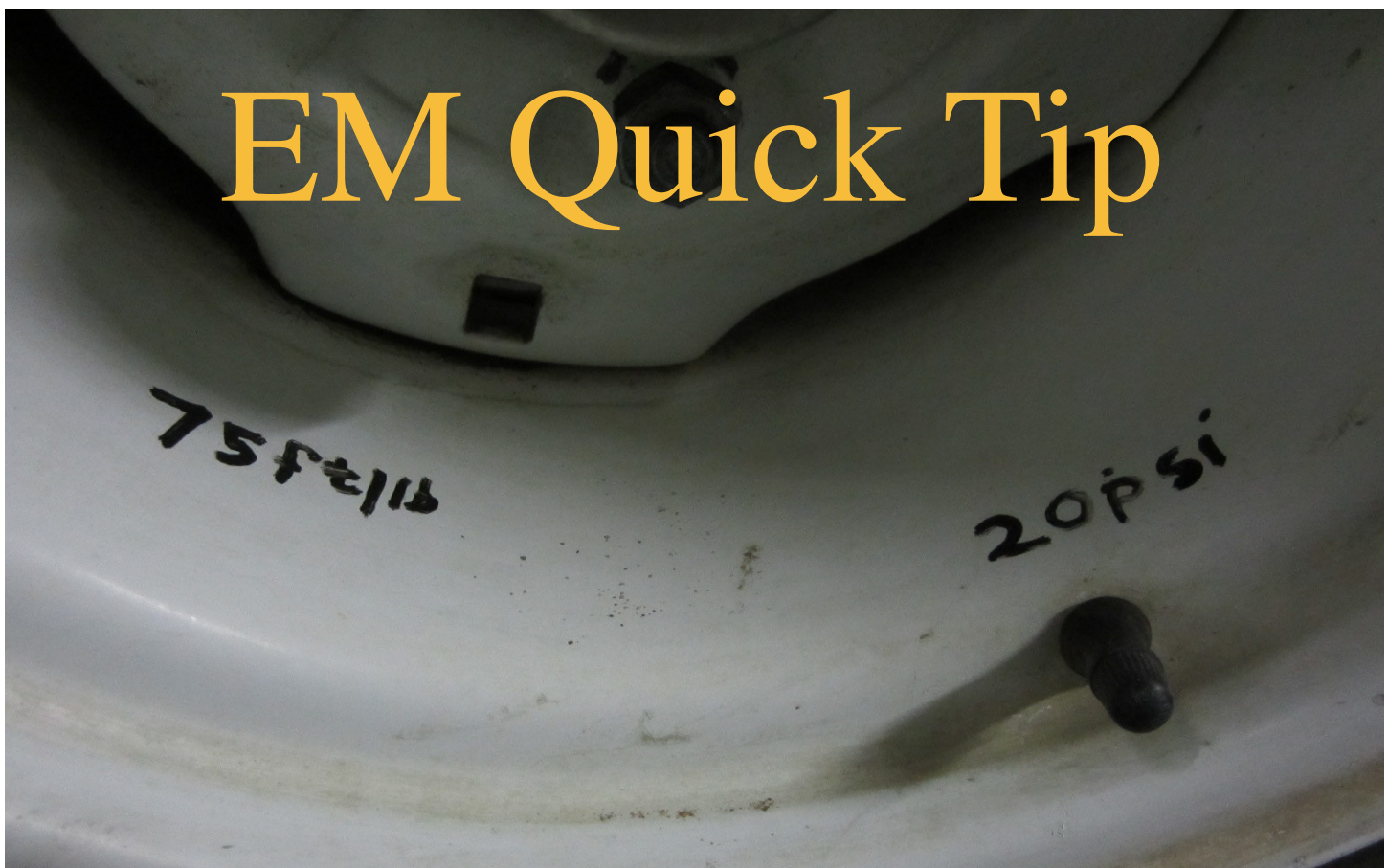
cific Knowledge, Training, and/or Skills and Talents. They know the things they need to know to be successful. And when they need information, knowledge, or skills and talents that they don't possess, they find someone who does possess them.

12. Successful People Work with and Cooperate with Other People.

They have positive, outgoing personalities. They surround themselves with people who offer them help, support, and encouragement. They are leaders.

13. Successful People Are Enthusiastic. They're excited by what they're doing, and that excitement is contagious. They draw people to them because these people want to work with them, do business with them, and be with them.

Although taken from the internet, the editorial staff felt this information too good to pass up. jm



From Glenn Sigmon, Equipment Manager at Spring Hill Golf Club, suggests marking your wheel hub with both the torque setting and tire pressure to eliminate any confusion.



2014 TURFGRASS FORUM

*A Free Informational Discussion & Round Table
for MGA Member Clubs and Members*

- **Speakers:**

- **Dr. Brian Horgan,**
University of Minnesota Turf Extension Specialist
- **Mr. Robert Vavrek,**
USGA Senior Agronomist, North Central Region
- **Mr. Matt Pringle,**
USGA Technical Director

- **Topics will include:**

**THE LATEST ISSUES FACING GOLF COURSE
TURFGRASS
SEVERE WINTER WEATHER IMPACTS
PACE OF PLAY FACTORS**

- **Tuesday, May 6 at Edina Country Club**
8:00 a.m.....Registration (coffee & rolls)
8:30 a.m.–12:00 p.m.Presentations & Discussion

This meeting is for: Course Owners, General Managers, Golf Professionals, Golf Course Superintendents, Club Presidents, Greens Chairs and any other MGA Members.

- **There will be no fee for this forum.**
- **GCSAA educational points available.**
- **PGA MSR credits available.**
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952-345-3968 or joel@mngolf.org
Please provide your name and golf course affiliation.

- **REGISTER BY WEDNESDAY, APRIL 30**

The “New” Dellwood Country Club

Under Re-construction for Your Enjoyment

Superintendent Eric Peterson



Dellwood Country Club was established in 1969 as Dellwood National. It was later changed to Dellwood Hills Golf Club and in 2012, the member owned club was sold to a long-time member Mr. Tim Lawin, who changed the name to Dellwood Country Club. The original design of the course was done by Don Herfort. The golf course is unique in that it serves as a tributary for water flow from Pine Tree Lake to Bald Eagle Lake and also has an active rail-line running through it. Also unique to Dellwood C.C., is the four Par 3s touch each other although they don't play consecutively.

The course only received minor changes over the first 42 years, but when the course was bought in 2012 our new owner began a 3-year renovation to upgrade and update both the golf course and the club facilities. The golf course bunkers were redesigned by our owner and rebuilt by Arnt Construction last fall. A porous concrete liner/drainage system and sand were added by our staff.

During this renovation, we also added a continuous cart path system to the entire course and added contouring on a number of

So you think YOU had a busy off-season? New ownership brings great change to Dellwood Country Club. Trees removed, tree planted, berms smoothed and berms created, bunkers imploded, redesigned and rebuilt with porous concrete and white sand, new pool and cart house and a clubhouse renovation to begin in July. Superintendent Eric Peterson and his staff have been instrumental in the on-course modifications since late last summer. Wow, busy, busy!



holes. We also did extensive tree work with over 300 trees removed and the relocation and addition of close to 100 trees. This year, our focus will be on the grow-in of new turf around our bunkers and the newly contoured areas, as well as the seeded areas along the new cart paths. In addition, we will be adding a few more bunkers, drainage improvements, landscaping, and the follow up work to our pool complex. We are currently in the process of a total redesign of our pool complex, cart/club storage and parking lot. This work should be finished by late June and the renovation work to the clubhouse will start shortly after.

Keeping the ball in play is the key to playing well at DCC. Water is a major feature of the course, with hazard coming into play on all but 2 holes (#15 and #17). Out-of-bounds can also come into play on all but 2 holes (#1 and #7). The par 5's offer risk/reward shots. The par 4's are difficult, and holes 11 and 16 are holes the big hitters may think about leaving the driver in the bag. The hazards will come into play off the tee and the greens are

tricky. The easiest hole is probably the first hole. Although the left side of the green is severe, the hole offers a large area to hit your tee shot to avoid hazard. This also may be a hole to leave the driver in the bag. Putting at DCC is no picnic, with many subtle undulations on top of many back to front sloping greens. Staying below the hole will serve you well. Be sure to bring your big hitter, but don't forget to make a straight hitter part of your four-some!

I am fortunate to have a great full time staff. Jeff Bohler, one of my assistants, has been at Dellwood for 28 years starting here as a caddy. He has forgotten more about DCC than I know. He loves crossword puzzles and plays a mean game of Jeopardy. Jon Domning, our mechanic, is the newest addition to our staff, starting with us part time three years ago and full time one year ago. He enjoys Nascar and travelling with his wife, Michelle. Jon is also looking forward to the arrival of his first grandchild. Christian Dunn, my other assistant, is a native of Traben-Trarbach, Germany. He

enjoys working on his motorcycle, long boarding, and anything to do with aviation in his spare time. In Germany, he spent a lot of time hang gliding and working at the airport. Greg Hartley, our Second Assistant, finishing his first year in his new position, started with us three years ago fresh off of active duty. He is an avid outdoorsman, enjoying fishing of any type and bow hunting. He has even been able to convince his wife Lacy to ice fish with him, she's a keeper! I am starting my 17th season at Dellwood. In my spare time I love spending time with my wife Ann,

as well as chase my three boys around as they play baseball, soccer, basketball, tennis, golf and football. We also enjoy time adventuring in the woods.

Dellwood Country Club has always been a big supporter of both the MGCSA and the MGA. We want to continue our support of the game of golf in Minnesota as well as the organization that represents the people that make it happen. So we welcome you to come and experience the new Dellwood Country Club and support the Scramble.



Minimum wage is on the rise

Patrick McGuinness Esq. Zlimen & McGuinness, PLL

It's official. Come August, the Minnesota minimum wage is going up. Governor Mark Dayton signed an increase to the minimum wage into law. It will rise to \$8 per hour in August, and by 2016 it will reach \$9.50. The new law also pegs the minimum wage to inflation, so it will regularly increase without legislative action. So how will your business be affected?

The Minnesota minimum wage is currently \$6.15 per hour, one of the lowest rates in the country. Because it's less than the federal minimum wage, most employers are required to pay their employees at the national rate of \$7.25 per hour. Once the increased state minimum wage takes effect, employers will be required to pay workers at the new, higher Minnesota rate.

The minimum wage be implemented gradually, going up every August for the next three years. In 2014 it will increase to \$8.00 per hour, in 2015 to \$9.00 per hour, and in 2016 to \$9.50 per hour.

The last time the state minimum wage went up was 2005, but you shouldn't

expect the new rate to be the law of the land for the next decade. In a new move, the legislature decided to peg the minimum wage to inflation. Beginning in 2018, the minimum wage will increase once a year by the rate of inflation. However, it will never increase by more than 2.5 percent, and the Department of Labor and Industry will be able to suspend automatic increases if economic data indicates the "potential for a substantial downturn in the state's economy."

About 350,000 Minnesota workers currently earn less than \$9.50 an hour, and should see their pay increase as the minimum wage does. Even some employees that earn \$9.50 are expected to see wages increases as businesses begin offering higher pay in order to compete with other employers.

Are there exceptions?

Yes, but they are limited. The new law will increase the minimum wage for the majority of workers, but there are a few exceptions.

Small employers currently have a lower minimum wage than their large competitors, and this will still be true

Date of Increase	Big Employer Minimum (over \$500,000 gross)	Small Employer Minimum (under \$500,000 gross)
August 1, 2014	\$8.00	\$6.50
August 1, 2015	\$9.00	\$7.25
August 1, 2016	\$9.50	\$7.75
January 1, 2018 – onward	Inflation based increase not more than 2.5 percent	Inflation based increase not more than 2.5 percent

once the new law kicks in. Under current Minnesota law, any employer with an annual gross volume of sales less than \$625,000 is considered a small employer and is only required to pay employees \$5.25 per hour. The new law limits the gross sales small employers can make to \$500,000 (in line with the federal standard). It also increases the minimum wage for employees at those companies to \$6.50 in 2014, \$7.25 in 2015, and \$7.75 in 2016.

There is also an exemption to the law for a training period for teen employees. During the first 90 days of employment, businesses can pay workers under 20 years old below the minimum wage. The training wage is currently \$4.90 per hour. Once the new law goes into effect in August, it will be the same as the small business minimum wage, reaching \$7.75 per hour in 2016. (It should be noted that the law bans displaying regular employ-

ees by hiring workers at the training wage.)

Although it's unlikely any of the exemptions will apply to your business, there are many other specific categories of workers that are not covered by minimum wage laws—from elected officials to babysitters to seasonal circus workers.

This article provides general information on employment law and does not list all prohibitions, exclusions and regulations.

Do not rely upon this article as legal advice. A qualified attorney must analyze all relevant facts and apply the applicable law to any matter before legal advice can be given. If you would like more information regarding employment law or other legal matters, please contact Patrick McGuinness at Zlimen & McGuinness, PLLC at 651-206-3203 or pmcguinness@zmat-torneys.com

On The Move:

Matt Cavanaugh New UMN Turf Scientist



As many of you are aware, the MGCSA Member Driven Research was initiated in the spring of 2013. This initiative led to the development and implementation of cutting edge research projects that are determined by the MGCSA membership. The research projects conducted in 2013 at the TROE Center and in practical golf course settings around the state were possible due largely to the efforts of Mario Gagliardi, who was the technician responsible for the day to day management of these projects.

This spring Mario departed from our program and accepted an assistant superintendent position in New Jersey, where he is originally from. We wish Mario all the best in his future endeavors.

We are very pleased to announce that Matt Cavanaugh will be taking over this role. Matt's knowledge and experience in turfgrass science and management will be a tremendous addition to our program. Matt holds a Bachelor of Science degree from Kansas State University and a Master of Science degree from the University of Minnesota. He has also spent over a decade working in the turf industry in Minnesota. In addition to MGCSA projects, Matt will be working on Turfgrass Extension programs and with the MN Department of Transportation to refine recommendations for salt tolerant roadside turfgrass establishment and maintenance.

Please join us in welcoming Matt back to the University of Minnesota.

In Matt's own words, a brief autobiography:

I started working in the turf industry during high school at Bridges Golf Course in Mounds View, MN. Bridges is now the site of a Medtronic parking ramp and office complex (my youth is gone). Maybe this speaks volumes about where my turf career was headed. My time at the Bridges ignited a passion for turf

so I went to Kansas State University to get my turf degree. I was lucky to get my first job out of Kansas State at Medina Golf & Country Club. After one year there, I obtained a position at Rush Creek Golf Club and stayed for nine years.

During this time I had the opportunity to host a USGA event and participate in a greens renovation, a bunker renovation and the building of a 9 hole-par 3 course, as well as experience the summer that was 2011 (only quick flashbacks remain). Also, during my time at Rush Creek, I completed my Masters in Applied Plant Science at the University of Minnesota (thanks Rush Creek). After the completion of my Masters, I joined

PBI-Gordon as the Professional Products Rep in MN, WI, ND & SD. It was a new challenge that opened my eyes to a side of the turf industry I had never seen before. It was a great experience and I probably learned more about turf and myself during this time than ever before. My time at PBI has certainly made me a better student of the turf industry.

I'm very excited to be joining the great turf group at the University of Minnesota. I look forward to working with all of you more in my new role. Please do not hesitate to reach out with questions and especially ideas. The passion this group has for turf is infectious and we want you all along for the ride.



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Emerald Ash Borer:

Where Are We Now?

Dr. John Lloyd, Plant Health Doctors

Where Are We Now?

It's been five years since Emerald Ash Borer (EAB) was discovered in the Saint Anthony Park neighborhood of Saint Paul. At that time we had no idea of whether that was just one of many infestations, or if the infestations had spread throughout the region. In the following years the Minnesota Department of Agriculture (MDA) has identified EAB infestations in Saint Paul, Falcon Heights, Shoreview and Minneapolis. Outside the Twin Cities, infestations have been identified near Winona and LaCrescent, across the river from Lacrosse, Wisconsin and down the Mississippi River to the Iowa border. (Online map of Minnesota infestations available at: gis.mda.state.mn.us/eab/)

Now that we are entering our fifth year post initial discovery, we have a better idea of where active EAB infestations are and we know what tools are available to help us manage the problem. Fortunately, new EAB discoveries have only occurred in areas geographically close to the original infestation and the new finds are limited in scope. We have moved past the reactive panicked stage of "it's here, what do we do," to a more proactive mitigation and management perspective.

Invariably, the ash trees in your golf course will be attacked by EAB.

That's not an "if" statement. It will happen. The more important question is "when?" If all unnatural spread (humans moving infested wood) is prevented, we likely will have up to five years in the suburbs and ten to twenty years before outstate courses bear the brunt of an infestation. Already there are stories of MDA inspectors showing up at suspect locations to find the wood has been removed from site by firewood hunters, so maybe twenty years is a long shot. The "when will they get onto my course question," has everything to do with location and proximity to current infestations. The odds are pretty good that courses in and around the Twin Cities will have to deal with EAB before those up north, while those around Winona should keep their eyes open. Wherever the location, this year is the year courses should start planning for the inevitable.

The first step in planning is to determine how many ash trees are on the property. Many golf courses have tree inventories and for those that do, it's a great opportunity to update the inventory. The threat of EAB is also the perfect opportunity to begin building an inventory if one does not currently exist.

Ash Inventories

Inventories can be done in house, as an intern project and/or by hiring professionals. The quality of the data on the inventory will vary based on the approach. Sometimes misidentifications are made by volunteers, but even that start will provide a base from which to build a more professional inventory.



The key points to any EAB ash inventory are:

#1. *Identify ash trees.* While this may sound obvious, mistakes in identification do happen. In many “professional” inventories boxelder, black walnut and even poplars have been misidentified as ash. Worse yet are ash that are misidentified as another species. Photo documentation of the bark and the foliage of each tree identified in the inventory is helpful at following up on issues of misidentification.

#2. *Size of ash trees.* The size of the ash tree is described as diameter at breast height (DBH). This measurement can be examined by using a DBH tape or by using a tape measure. The size is very important because it will impact the cost of removal as well as the cost for treatment of the tree. While mismeasurements on one tree won’t break the bank, cumulative mismeasurements can add up. It can be especially frustrating when re-assessments of tree sizes are required after an inventory has already been completed.

#3. *Health of ash trees.* This assessment is required to determine the “value” of the trees in regards to placing them into categories for preservation or removal and replacement. It involves understanding tree structure, tree physiological health and diagnosing tree stresses. Expertise is required at this stage of the inventory.

Action Timelines

The information provided by the inventory can then be utilized to create a planning timeline for EAB mitigation efforts. Questions can now be addressed as to how many trees are at risk, how much it will cost to remove



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the trees and how much will it cost to treat the trees. In addition, knowing the health and structure status of the trees will assist managers in determining whether or not the trees should be candidates for preservation or if they should be removed in a more efficient manner.

The remediation efforts can now also be staged over timelines of several years to alleviate the “clear cut” prospective that many infested communities were stuck with back in the early days of EAB infestations. These timelines may be more rapid in suburban golf courses, five years, versus those that have more distance from the epicenters of infestation. Either way the funds for remediation and the labor required to perform the services can now be budgeted over a period of years to reduce the long-term impact of the EAB problem.

Treatment Options

Unless your course has been infested or is within five miles of an active infestation the need to apply preventative treatments to save trees is not as big an issue as it was thought to be previously. New university research data from infested areas illustrates that treatments made to newly infested trees are effective at killing borers and preventing decline of the trees. Other insecticides are showing promise for control and the products that have been tested over the last five years appear to continue to be effective and are saving trees when they are reapplied according to label directions in infested areas.

Insecticides can also be used to extend the removal and replacement cycles of ash trees on courses when infestations occur. So even if you are in the five year range, you can extend removal cycles by treating trees until you are ready to remove and replace them.

Further Information

With the potential for EAB to impact golf courses throughout the US and Canada, many sources of information are available on the web. Some of the sites are good at hiding marketing within the guise of assisting managers and practitioners. Fortunately, Minnesota golf course managers can access information from the Minnesota Department of Agriculture, Minnesota Department of Natural Resources and University of Minnesota that links to all the information that is currently known about Emerald Ash Borer in Minnesota. In addition, the Emerald Ash Borer Network (<http://www.emeraldashborer.info/>) has all the information available on EAB, including webinars from the experts in the field. All of these sites provide unbiased research based information on the emerald ash borer problem throughout the US and Canada.

EAB Information on the Web

University of Minnesota (<http://www.myminnesotawoods.umn.edu/>)

Minnesota Department of Agriculture (<http://www.mda.state.mn.us/eab>)

Emerald Ash Borer Network (<http://www.emeraldashborer.info/>)

About the author

John Lloyd is President of Plant Health Doctors an educational consulting and advising firm located in the Twin Cities. He received his Ph.D. from Ohio State University and his M.S. from the University of Minnesota and develops and teaches Plant Health Care strategies for the Landscape Industries throughout the United States. His website is www.PlantHealthDoctors.com and his e-mail is DrJohn@PlantHealthDoctors.com





What?

There is Maintenance to No-Mow, Low-Input

Matt Cavanaugh, University of Minnesota

Many newer golf courses have designed areas to be maintained as no-mow areas and many established golf courses have been converting heavily maintained areas to no-mow areas. The vast majority of these areas would have been or once were established with Kentucky bluegrass. The popularity of no-mow areas has been growing in response to reducing the inputs needed to maintain Kentucky bluegrass rough, but also to provide a contrast to the heavily maintained areas of a golf course. Kentucky bluegrass is widely used due to its dark green color, high turf density, recovery potential (through rhizomes) and improved pest resistance with the newer cultivars. However, in order to maintain turf quality and performance, Kentucky bluegrass requires

high levels of water, fertilizer, pesticides and mowing frequency. These inputs have caused turf managers to reduce the amount of mowed Kentucky bluegrass rough. Many no-mow areas are seen around tees, behind greens and in “out-of-play” areas along fairways. When initially established, many stakeholders envision areas that require no inputs, provide aesthetic value through waving grass, no weeds and of course it is easy to find one’s golf ball and play from it. Those of you with no-mow areas know this is not often the case (I can see you shaking your head right now). The resulting information will provide some insight on the issues and maintenance involved with no-mow, low-input areas based on the University of Minnesota research and my person-



Low Input Areas????

University of Minnesota

al experience with these areas.

Species to use in no-mow, low-input areas

Kentucky bluegrass is not ideal for no-mow, low-input areas. Kentucky bluegrass in a no-mow setting will often develop large amounts of rust (not ideal for the individuals that like to wear white), fall over and become difficult to play out of and over time become thin out allowing for weed invasion. In the Upper Midwest, warm-season grasses are slow to start and enter dormancy early in the fall allowing for increased weed pressure (3). Warm-season species are also often too tall for no-mow areas resulting in slow play and frustrated golfers.

Research has shown that in the Upper

Midwest, the cool-season species of fine fescue are the most useful species to use in a no-mow, low-maintenance situations due to their appropriate height and aesthetic value (1). The fine fescue species include Chewing's fescue, hard fescue, sheep fescue, strong creeping red fescue and slender creeping red fescue.

Broadleaf & grassy weed invasion.

Broadleaf weed invasion is often the biggest issue turf managers face in no-mow, low-input situations. Some of the best cultural practices at reducing weed invasion are mowing, fertilization and irrigation, all of which are often not utilized in these areas. Broadleaf weeds seen in no-mow areas include legumes like white clover, black medic and birdsfoot trefoil and other hard to control weeds like Canada thistle and milkweed. Proper timing is critical for weed management. If weeds become too large, successful weed control should not be expected. Getting to these weeds when they are young and actively growing will be crucial. However, weed management is often put on the back burner for more pressing issues allowing weeds to get out of hand. In this case, it is recommended to mow the area down,



Picture perfect placement and well maintained low maintenance turf

let it establish again for 2-3 weeks and then provide proper weed control. This will allow for the weeds to reestablish, but are much smaller and easier to control. Keep in mind that if weed control is done in the spring, tire tracks made when driving through these areas to control weeds may persist and can be unsightly. However, this is often not as bad as the weeds that will develop without a herbicide application. For perennial weeds, fall applications are always best as they will move herbicide down into the roots with movement of nutrient and carbohydrates needed for winter survival. Grassy weeds such as reed canarygrass, quackgrass and orchardgrass are often a problem in these ar-

eas as well. Cool-season grassy weed control in other cool-season grasses is often very difficult to obtain (case in point, poa annua control in creeping bentgrass). However, the fine fescues are very tolerant of two grassy weed herbicides which may allow for controlling these grassy weed species. Sethoxydim and fluazifop are grassy weed herbicides originally developed for use in broadleaf cropping systems like soybeans. Both are from the same family of herbicides, but there are differences between the two that should be recognized before using them to obtain proper weed control. These differences are outlined in Table 1. Pre-emergent herbicides can also be used such as dithiopyr, pendimethalin and



Kentucky bluegrass used as a low maintenance turf tends to initially grow thick and difficult to play from followed by regression and thinning that leaves voids for weed encroachment.

If left unchecked, broad leaf weeds such as Canadian Thistle, milkweed and legumes like white clover and black medic will quickly invade low mow/maintenance areas and create long term challenges. BMPs to reduce weed invasion are mowing, fertilization and irrigation, especially during establishment.



Sethoxydim and fluazifop are two herbicides designed specifically to remove grassy weed species, such as reed canary grass, from stands of fine fescue low maintenance turf.

prodiamine. Be aware that benefin plus trifluralin can injure fine fescues. Table 1. Differences in applying the two grassy weed herbicides se-

ted down areas will also inhibit new growth from emerging in the spring. If biomass is not removed, the areas will become thin making it a perfect

Table 1. Differences in applying the two grassy weed herbicides sethoxydim and fluazifop (2).

Sethoxydim	Fluazifop
Apply to small, actively growing plants.	Apply to small, actively growing plants.
Rapidly degraded by UV light. Apply when cloudy.	Not degraded by sunlight
Apply when temperatures are greater than 70°F.	Apply when temperatures are greater than 70°F.
Reduced soil moisture reduces effectiveness.	Ineffective under drought conditions.
In hard water: add acidifier or water conditioning agent to prevent hard water issues.	Not influenced by hard water.
Need for a crop oil surfactant (consult label).	Non-ionic surfactant needed (consult label).
	When mixed with auxin mimic herbicides; grassy weed control is not obtained.

thoxydim and fluazifop (2).

Clipping management:

Although these areas are described as no-mow, they should be mowed once per year in the fall. If the biomass is left on site over the winter, they become matted down by snow resulting in a perfect environment for disease establishment (snow mold). Mat-

environment for broadleaf weed invasion. Mowing should be initiated in the fall (October-November) when the areas are dry. It often works to mow these areas several times starting at a high height (8-10 inches) and lowering the mower deck over several mowings (down to 2-3 inches) resulting in plant tissue being mulched back into the profile. Some cases may allow for one time mowing and blowing the



Clipping management is critical for a solid stand of low maintenance turf

clippings off site or collecting the clippings for disposal elsewhere. Be sure you have enough room for clipping disposal. Burning is not recommended for fine fescues as the growing point is often too high (little protection from soil) allowing them to be damaged by the fire. Warm-season grasses are better in a prescribed burning situation because of the crowns being deeper into the soil surface.

Proper site assessment:

Not all sites are appropriate for no-mow, low-input areas that will be established with fine fescues. Sites with high soil fertility, high soil moisture

or sites receiving irrigation will result in areas that are too thick, become matted down and provide a great site for grassy weed encroachment. Site selection should not be taken lightly. Areas with poor soil and less water often provide high quality no-mow, low-input areas. Keep in mind that it's not as easy as killing off an area, planting some seed and watching it grow.

If you are looking at converting Kentucky bluegrass rough to no-mow areas be sure to convey the correct information on what to expect. Discuss species selection, weed management, mowing issues, water issues and especially proper site selection. There

are different techniques that need to be implemented in order to keep these areas looking their best. The expectations from stakeholders and golfers are often too high and don't take into account the problems that are most prevalent. Be positive, but convey fact based information. Many people consider no-mow, low-input grasses and they get the idea that these areas are "no maintenance". However, I chose to consider these areas as "different maintenance", but have a place within your turf management area.

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Within the Leather

by David Kazmierczak, CGCS

The Masters- is there any better way if you are connected to golf to bring the sport to the forefront

and get the collective juices of the golfing world flowing than Augusta National? The answer simply is- no!

I just got done watching Bubba Watson climb up the charts of golf's list of immortality with his less than exciting second jacket. I always love watching the Masters, and have since I was a very small child. My family has always been into golf so it was a big deal in my house even though I am a first generation superintendent.

I have to confess I have never been to the Masters. I plan to some day; was even flirting with the idea for a short time this year, but it just wasn't going to work out. Even so, I can picture every hole in my mind, recite half the names of the holes and if you took me there blindfolded I swear I could navigate the thing pretty well, as much as I have soaked in from the television through the years. But I love watching any major, because I am a golf rube.

I had two interesting conversations with two very different people about the Masters this weekend

I thought was interesting. One on Masters Saturday and one today while watching.

The conversation on Saturday was with a friend who is not a very avid golfer. In a room of four guys I was the only one who had not been there in person and he said something to the effect that I would be the last guy in the room he figured would not have attended. He then went on to say that the only VCR tape he has left is from the 1986 Masters that still brings tears to his eyes because of the relationship he had with his father and the relationship of Jack Nicklaus and his son who was caddying for him that glorious day when Nicklaus won his sixth.

Here is a guy who might pick up a club once or twice a year but is hooked by the game, this tournament, and all that it stands for. He gets it- he understands what golf is about and what joy it can bring. So why doesn't he play more?

The second person who I had a conversation with was my lovely bride, Denise. Now my wife has been with me on this superintendent journey for just about as long as she has known me. She understands golf courses. She has been on golf courses, specifically the ones I have worked at, more times than she probably would care to remember. She is not an avid golfer. I believe the

phrase “you know, if I never play this game ever again it would be fine with me” has been uttered more than a dozen times by her over the years, usually after hitting the 12th or 13th shot about 50 feet down a seemingly endless par-5.

She also is not a sports fan. Not really at all. She plays along, but the aforementioned statement about never again would be fine would probably apply to anything I would happen to want to watch on TV.

However today, as she happened by the big screen HD telecast, she set down next to me to watch the happenings at Augusta for a moment. She broke the silence as the leaders were coming off number 12 and then proceeded up 13 to the green surrounded by bunkers and Azalea bushes in full regalia.

“That is amazing, it’s like a painting,” she said.

I instantly laughed and kind of dismissed her comment with well, of course, it’s the Masters! I then proceeded to tell her the nuances of turf management for this event from the grass to the ensuring of Azaleas blooming and blah, blah, blah. Later, however I reflected on that moment.

What she witnessed at the Masters really was art, and her eye saw that art on full display. What she saw was beauty. Not just the flowers, but the whole thing. She was captured by that Augusta moment.

We all need to capitalize on that Augusta moment. It’s real, it’s tangible,

and with golf courses closing faster than they are opening everybody associated with golf had better think about ways to capture people like this who don’t really play much but can see and understand all the wonderful things that the game offers from beauty, to challenge, to a peaceful fun time or whatever. Golf can mean anything to anyone, it is up to all of us in the golf industry to help it along.

I think it is safe to say that we have all heard of the “Augusta Syndrome,” the idea that the Masters sets unrealistic expectations that normal operations just can’t hold a candle to. I am sure in some places that can be true. I submit that the “Augusta Syndrome” can be used to our advantage. There is no greater exposure to the game than the Masters. There is no greater representative of all the beauty that a golf course can be. There is no better time to capture the imagination of closet golfers like the two people I mentioned and try to get them hooked on the game. I plan on badgering my wife to play more. That will be easy. I will also try to get the friend out at least two, maybe three times this year with me in hopes it will light that spark. That may be a little harder but I’m going to try.

Embrace the Masters, don’t run from it. It truly is good for all that is golf.