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resist disease problems such as dollar spot and brown spot. A soil test in the late summer or early fall will determine if your fairways lack this vital nutrient. And if they do, USS Vertagreen Fall Fairway Fertilizer is the answer because it's formulated with primary nutrients specifically for your area.

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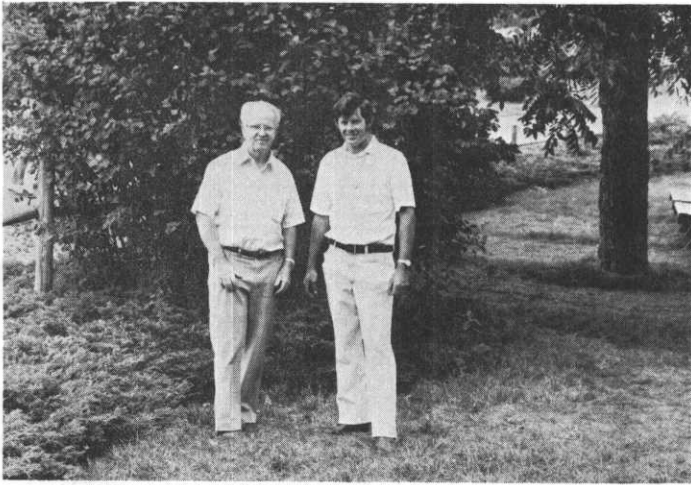
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P.O. Box 1685, Atlanta, Ga. 30301

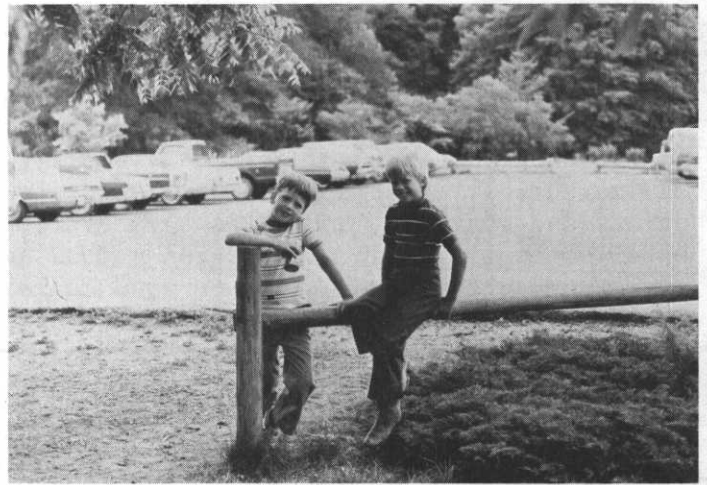
ARBORETUM PERFECT FOR PICNIC

The July meeting of the M.G.C.S.A. was conducted as a family picnic at the Arboretum in Chaska. Dr. Leon Snyder was our host and once again, the day was blessed with exceptionally fine weather. The attendance at the picnic was not quite as good as had been anticipated but from the comments that were given, each and every family that did attend were well pleased with the activities of the day.

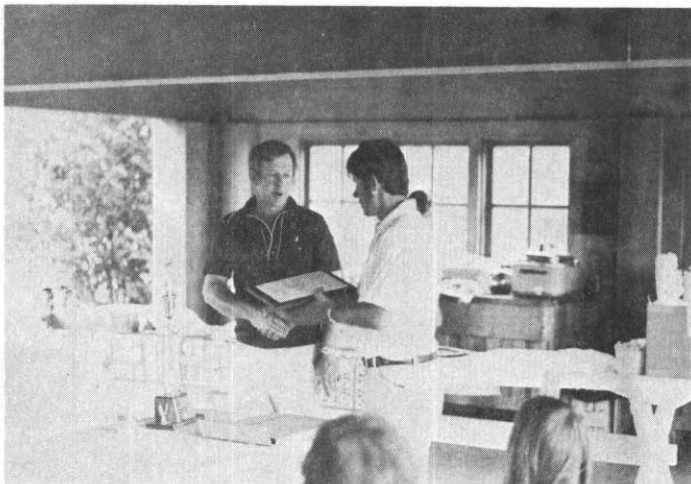
The afternoon session was highlighted by a nature hike through a large portion of the Arboretum's many nature trails. There were a few cases of tired legs and feet after this journey, but all in all, the group appeared to be in great shape. After everyone had relaxed for awhile a short meeting was held in which several awards were presented and a short talk was given by Dr. Snyder on the founding of the Arboretum, its growth to the present stage and his ideas and hopes for future development. This was followed by a delicious picnic buffet supper and a presentation of gifts to all the ladies present.



HOST AND PRESIDENT. Dean Sime visits with Dr. Leon Snyder, retired but as yet not replaced Director of the Minnesota Landscape Arboretum.



THE PAUSE THAT REFRESHES. This is the only time, other than at dinner, that your photographer could get Pat Johnston, left, and Robert Sime, right, to slow down long enough for a picture.



NATIONAL CERTIFICATION. Ray Sorensen, Terrace View G.C., Mankato, receives a plaque stating that he has successfully passed a six hour test and is now a certified Golf Course Superintendent.



PLEASANT PAVILION. The Ordway Shelter, deep in the heart of the Arboretum, proved a cool, airy place to share conversation, food and fun.

TURF TALK BY Dr. Ward C. Stienstra

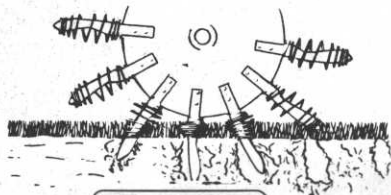
Department of Plant Pathology
Institute of Agriculture

Preventive pest control treatments i.e. application of control chemicals prior to presence of the pest is under study by an advisory committee of FIFRA. The concern was that chemicals only be used when a threshold (economically significant) level of pest or disease was present and measurable. An earlier release called PEPS - Pesticide Enforcement Policy Statement was broadly interpreted to prevent application of fungicides prior to disease. The PEPS conditions under which the EPA will act now reads "A) the label of the pesticide which is used does not affirmatively prohibit preventive treatments, B) the target pest is reasonably expected to infest the treated area, and C) the pesticide is normally safe and efficacious against the target pest when used in a preventive capacity". Item B will be determined by the agency on a case-by-case basis. The determination will be based on past experience in a given environmental situation and recognized good pest control practices. This and the efficacy requirement (item C) are designed to protect man and the environment from unreasonable adverse effects of pesticides. This new statement on preventive treatment will soon appear as the fourth PEPS.

EPA opposes administrative reconsideration of Mercury for golf green use while admitting error in cancelling the registration of mercurial pesticides for use in waterbased paints and coatings. Administrator Train said the February 17 decision gave undue weight to certain portions of the testimony which led him to overestimate the overall equivalency and efficacy of non-mercurial substitutes in paint formulations. Thus, in May mercurial registrations were reinstated for 1) in-can preservative in water-based paints and coatings, and 2) as a fungicide in water-based paints and coatings used for exterior application. The decision does not affect Golf Course use of mercury; however, companies may continue to produce mercurial fungicides until November 30, 1976. The snow mold mercury case will be heard in the Regional Court of Appeals, St. Louis, Mo.

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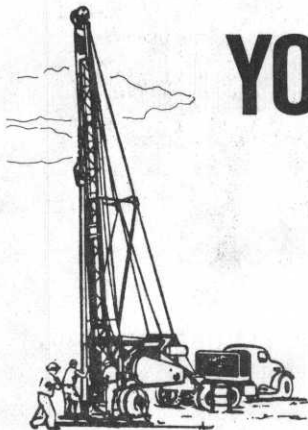
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Summer disease problems have been few for those with water and no disaster to recover from. Some superintendents who regularly have problem greens are reporting excellent turf thru June. These greens often were hit with leaf spot and crown rot due to Helminthosporium, but the dry spring and summer has reduced this fundamental disease to minor levels. However, lest you relax, the dollar spot season is now on us and the effects of long term drought will take its toll also. Pumps that have turned so often this season will be tested even more as the July and August heat waves roll by. I've seen several golf courses where water pressure or rather lack of it has resulted in unsightly fairways and tees drying and dying at the outer edges. The warm, hot nights that favor Pythium and Rhizoctonia are and will continue to test the balance the superintendent tries to establish between host (grass) and pathogen.

The week of July 11, I attended the 68th Annual meeting of the American Phytopathological Society and learned that at least two common Pythium species could completely rot the root system without any foliar blight so often associated with Pythium. Needless to say, the plants died when the root rot was complete. Others reported and discussed diseases like Fusarium Blight, Blister Smut, Red Thread and other species of Rhizoctonia that are becoming important. Diagnosis of turf diseases is not becoming easier and effective control requires proper diagnosis. Another excellent paper was presented by Laura Sweets on the "Effect of Environmental Factors on the Growth of Typhula species and Sclerotinia borealis". Laura is a graduate student working on my project and soon will finish her Masters Degree.

Snow Mold test plot results for 1975-1976 were exciting and disappointing. Two plots - Rochester and U of MN had so little disease that no readings were made. Bemidji and Roseau were diseased but also suffered from winter burn and data was difficult to interpret. Plots at Minneapolis and Mendota were oversprayed with additional fungicides which confounded the results. Data was, however, collected at three locations, and I can report no single treatment was as effective as 5 oz. of Caloclor. One experimental combination granular product - fertilizer and two fungicides, looked very good, but one year's results cannot be trusted. Calogram at 10 lbs/100 f² was also an effective single product treatment. Tersan SP alone and PCNB alone were not satisfactory. Mixing Tersan SP and Caloclor, or Caloclor and PCNB or Tersan SP and PCNB provided the best disease control in the north section of Minnesota. A complete snow mold report will be released soon.

Presently, I have 44 reports from the Minnesota Golf Turf Superintendents on the snow mold questionnaire. During August these reports will be tabulated and a report prepared for your use. If you still have the form on your desk, why not take the time to fill it in and send it to me. Some very interesting comments and patterns are developing as I study the questionnaire.



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Motivation—Part of Managing A Crew

One of the golf course superintendent's main jobs is to get his crew to do what he wants, when he wants, the way he wants, and to have them want to do it.

For that, he needs the respect of the crew and the authority to direct them. He has the authority because he is the superintendent, but for him to be effective, the crew must accept his authority and allow him to use it over them — something they won't do unless they respect him. So the essential ingredients for good management, respect and authority, must be given voluntarily by those to be managed.

Getting respect and authority from a crew takes deliberate effort, careful thought and effective actions, but most of all it takes motivation.

Satisfaction is the biggest motivator. All people, not just golf course crew members, have certain needs, and if they can be satisfied, morale will rise and the crew will perform better. An individual's needs include: to do a good job, to receive individual recognition, to advance, to feel balance and order, and to belong.

Set An Example

People naturally want to do a good job. The fact that they may be doing a lousy job now doesn't mean they like it that way. It's up to the superintendent to help them do their best. The example he sets is probably the most effective way to show the crew that doing a good job counts. Attitudes are contagious, and the superintendent's attitudes are reflected in those of his crew.

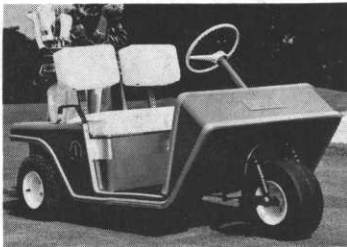
For instance, the superintendent can set a standard of excellence by always doing his work correctly. If employees see the superintendent use a pesticide without measuring or reading the label, they'll do it too. If a superintendent slides through a training session with little attention to detail or the feelings of his trainees, the crew also will pay little attention to details or the feelings of others. Even the smallest things, like being obviously glad to come to work in the morning, will rub off on the crew. Never underestimate the power of personal example.

Give Recognition

Another thing people require is genuine recognition for individual effort and contribution. They want to be assured that the superintendent knows when they have done a job well; they want their work to be appreciated. Recognition doesn't have to be a certificate or a direct compliment. The simple statement that John is a fine irrigation man may be reward enough, as long as it's deserved and honestly given.

When something has gone wrong, it is valuable to criticize only the job, not the person. A superintendent may say, for example, "John, you normally do a fine job of syringing the greens, but this afternoon some of the low spots were very wet. I think they need more attention." That tells John that he's all right — he does a fine job of syringing — but it also lets him know that the job he did was not satisfactory.

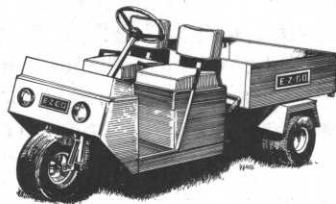
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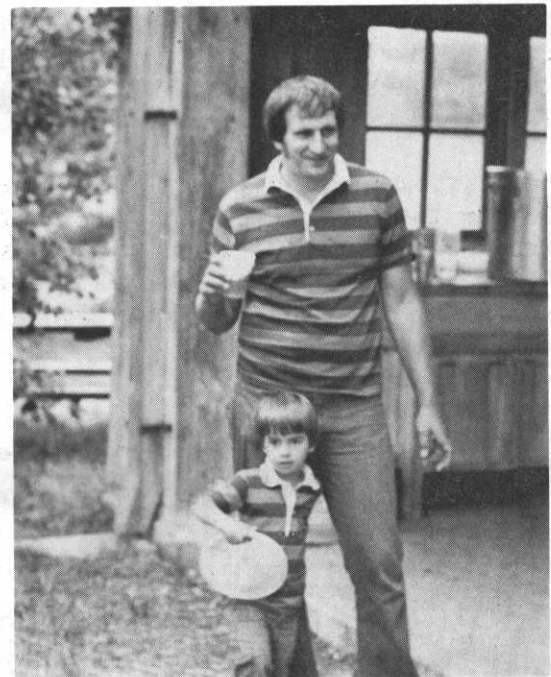
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PICNIC CHAIRMAN



Says young Mr. Jennrich, "Hey, Dad, quit drinking beer and come play frisbee with me".

Provide Advancement

Crew members have a desire to better themselves, to advance, to achieve personal goals. If the superintendent listens — really listens — when talking with them, he can tell what those goals are. He then can create an opportunity for crew members to meet their goals and advance in the organization. Advancement doesn't have to be a promotion; it could also be education, letting crew members who want to take on extra duties do so, and encouraging innovations and ideas.

Part of helping crew members progress and improve is inherent in personal managerial organization and style. If it's rigid, there isn't room for the crew to move or be creative. People need room to breathe, to expand. A superintendent can demonstrate an open organization by providing flexibility and diversity in work assignments, and by not being hung up on too many written rules and procedures. Flexibility encourages the crew to expand to their fullest, and when they feel fulfilled they will do a better job.

Keep Balance, Order

Another thing people need is to feel a sense of social balance and order, which can be provided by fair job assignments and promotions. If one person never gets the dirty work and another always does, more than the one who gets the dirty work will be unhappy and unmotivated. Everyone on the crew will judge the superintendent to be unfair, and they will not do their best, fearful that they might be the next victims.

When major routines or structures must be changed, people whose working lives are affected will be less upset if they understand ahead of time why and how the changes will be made. Radical changes without explanation generate fear — fear of the unknown. Everyone wonders if his job is to change or be terminated and fantasies and fears can run rampant, taking energy and motivation from the crew and decreasing their accomplishments.

Make Them Members

Finally, crew members need to feel that they are part of the group, that they belong and are wanted. These feelings involve pride, self-satisfaction and personal reputation. The wise superintendent tries to help each employee build a good self-image, because self-image is a prime motivator; it is even more important than pay, for although adequate pay is important, money can't change the way a person feels about himself or his position, and feelings determine how the job gets done.

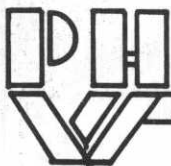
The good superintendent can create a climate in which his crew will be motivated and gain their willing cooperation by consciously satisfying as many of their basic human needs as possible: the need to do a good job, the need for individual recognition, the need to advance, the need for balance and order, and the need to belong. In addition, it is well to remember that what motivates the superintendent may not motivate the crew. Sensitivity to *their* needs, respect for those needs and satisfaction of them, will help build highly motivated people who do the good job they really want to do.

FORE FRONT
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Association of America**
1617 St. Andrews Drive,
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Editor — Douglas Fender
Associate Writer — Diane M. Wilson

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August Meeting One Week Later

The August meeting of the M.G.C.S.A. will be held at the Forest Hills Country Club on Monday, August 16. Golf Course Superintendent Carl Johnston will be the host. Golf will be available anytime after 12:00 p.m. Cold sandwiches will be available for lunch at the clubhouse. The business meeting will begin at approximately 5:30 p.m. with dinner served at 7:00 p.m. The cost of the dinner will be \$7.00. Directions to Forest Hills Country Club: From the Twin Cities take I-35 north to County Road 97. From the northern cities take I-35 south to County Road 97. Go east on 97 to Highway 61. Go north on 61 to first set of red lights. Turn right on to 97 again and follow for 1 1/2 miles until you see Forest Hills' sign on the right. Turn right and follow road to clubhouse. It is absolutely imperative that reservations be made so that proper arrangements can be planned. Please fill out the reservation blank below and mail to Mr. Carl Johnston, Forest Hills Golf Club, 7530 210th Street North, Forest Lake, Minn. 55025 to reach him no later than Thursday, August 12.

M.G.C.S.A. FOREST HILLS AUGUST 16 MEETING _____ RESERVATION FORM

NAME _____

CLUB _____

NUMBER FOR GOLF _____ NUMBER FOR DINNER _____



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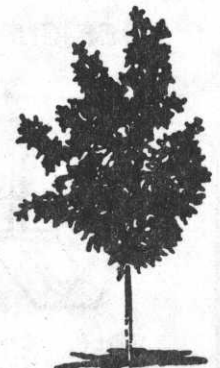
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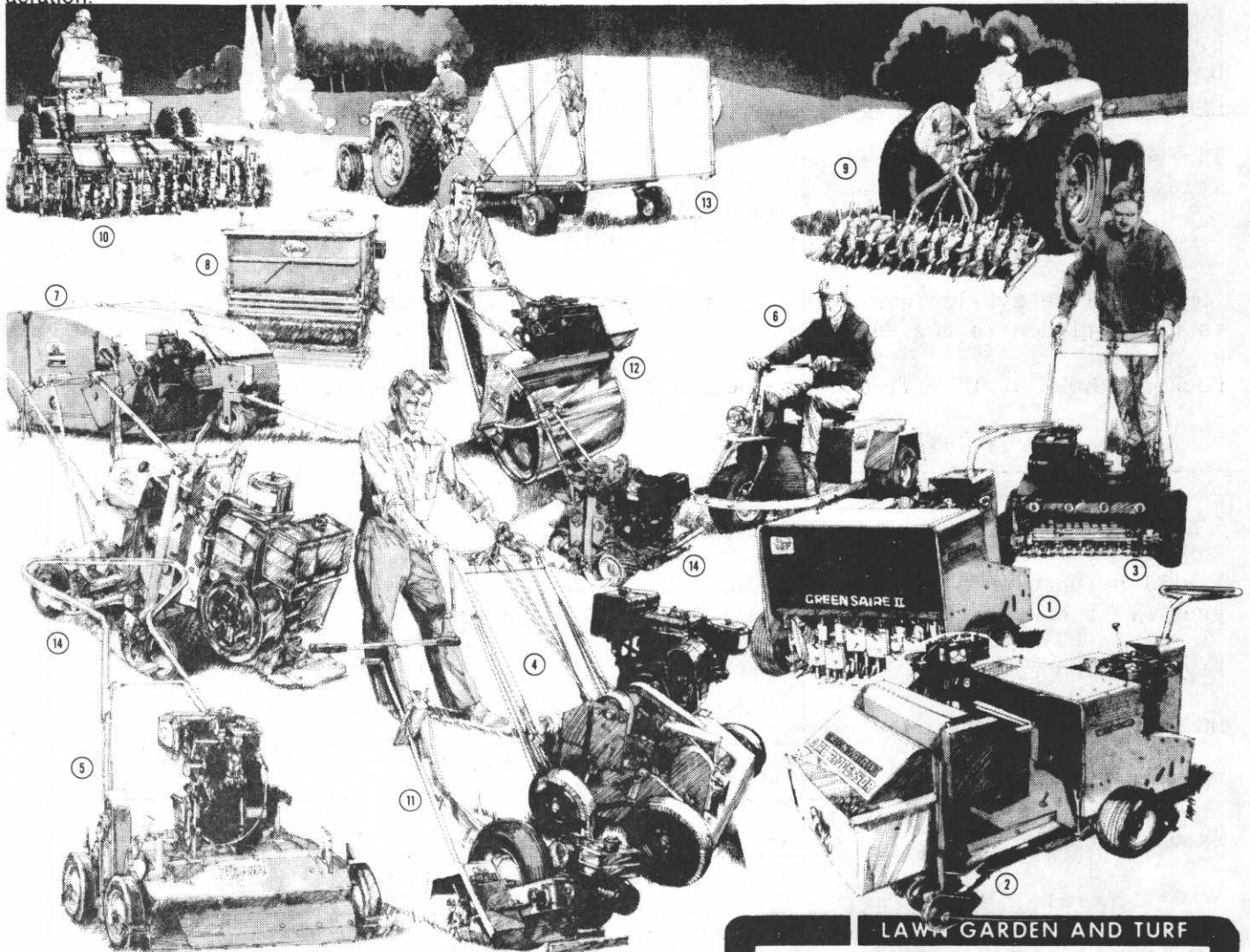
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MGCSA ANNUAL GOLF TOURNAMENT

Hazeltine National Golf Club

Chaska, Minnesota

MONDAY, SEPTEMBER 20th, 1976

Registration must be received by Carl Johnston, 799 11th Ave. S.W., Apt. #111, Forest Lake, Minn. 55025 by September 13, 1976. (Late entries cannot be accepted.) The same deadline applies for dinner only. Dinner only reservations must be made at the same place.

There will be a double shotgun start, 8:30 a.m. and 1:30 p.m. The first 30 foursomes will play at 1:30 p.m. and the rest will play at 8:30 a.m. You will be notified of starting time and which hole you will be starting on. NO EXCEPTIONS WILL BE MADE SO PLAN EARLY. IF YOU NEED TIME TO FILL YOUR FOURSOME INDICATE ON ENTRY FORM AND SEND THE MONEY TO COVER THE GROUP. YOU THEN CAN FILL IN YOUR ENTRIES' NAMES THE DAY OF THE TOURNAMENT.

Only one foursome per club will be excepted. If an assistant is not included in the Superintendent's foursome, he will be assigned a starting time and foursome. He cannot bring guests. Associate members may not bring guests. (Exception) All members may bring a guest to dinner but must make reservations with Carl Johnston by Monday, September 13, 1976 as outlined in the first paragraph.

The entry fee is \$19.00 per person and will include golf, dinner with tax and gratuities included. Prize money is also included in the entry fee.

PRIZES WILL BE AWARDED AT THE DINNER

Lunch will be available at the Hazeltine National Golf Club. The cost of the lunch is not included in the entry fee.

Cocktail hour will be from 6:30 p.m. to 7:30 p.m. with dinner to follow.

RESERVATION FORM

I will be unable to play golf but will be there for dinner and I will have _____ guests. Dinner tickets \$15.00 per person. MGCSA Member's Name _____

Registration for Golf:

MGCSA MEMBER NAME _____ Title _____ Hdcp. _____

Name of Guest _____ Title _____ Hdcp. _____

Name of Guest _____ Title _____ Hdcp. _____

Name of Guest _____ Title _____ Hdcp. _____

Number of Carts Preferred _____ Number of Carts You Must Have _____

Cart rental will be \$6.00 per cart. Please include this amount in your entry registration. REMEMBER YOUR CHECK FOR THE FULL AMOUNT MUST ACCOMPANY YOUR ENTRY FORM. PLEASE indicate morning or afternoon tee times.