

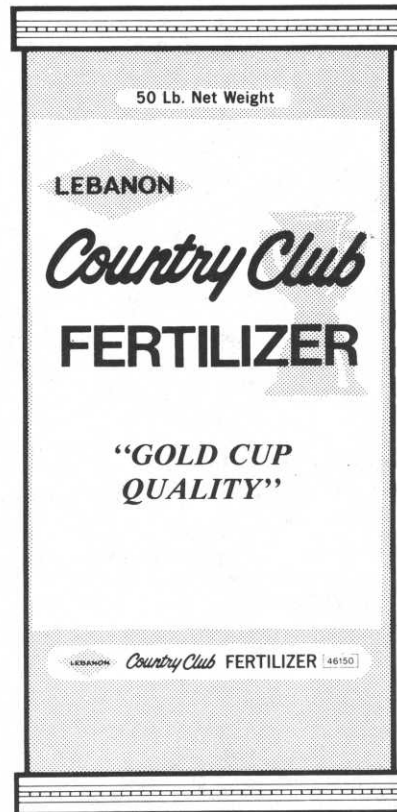
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HOLE NOTES, official publication of the MINNESOTA GOLF COURSE SUPERINTENDENTS' ASSOCIATION.

EDITOR - WARREN J. REBHOLZ
6550 YORK AVENUE SOUTH
SUITE 301
EDINA, MINNESOTA 55435
PHONE: 612/927-4643

ASSOCIATE EDITOR - THOMAS P. MAGNE

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**FROM THE
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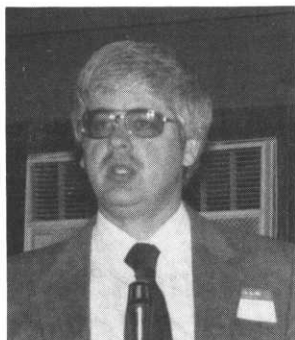
August is tournament month at many clubs. This is indeed a very demanding time of year with the stresses of hot, humid weather and heavy play plus the added demands of the golfer for tournament play. These all make the life of the superintendent very interesting. Hang in there! September is just around the corner. Once the week of aerification is past, things seem to slow down to a bearable pace. By the way, this is a good time to remind the golfers at your course when aerification will be so they can plan accordingly.

Last month's meeting (the family picnic) at Braemar was a most enjoyable day. We were blessed with good weather and a good turn out. Braemar is a great facility for a day such as we had. The golf course was in excellent condition and everything was well organized. Thanks to course superintendent John Nylund. Thanks also to the M.T. Wiley Turf Supply Co. for preparing the fine meal and to Bergerson Caswell for the door prize they provided. The family picnic has always been one of the special events of the year.

Next month's meeting will be Aug. 10 at the U of M Golf Course. Superintendent Russ Adams always has the course in excellent shape so it will be a good day for a round of golf. The U of M research plots are also just down the street from the course so it would be a good day to look at the plots and see what our research program is doing. The lunch is being catered for \$5.00 per person. It should be a very worthwhile day. **JUST A REMINDER** to get your foursomes in for the golf tournament in September at Willmar Golf Club and Little Crow Country Club.

PATHOLOGICAL POINTERS

By WARD C. STIENSTRA, Extension Plant Pathologist
University of Minnesota

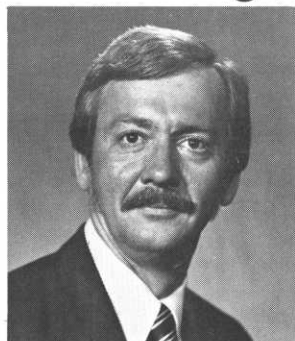


The end of June and early July was a time for attacks of Pythium. As some of us have experienced Pythium, we know it can cause turf losses in Minnesota. The symptoms I observed were usually small, irregularly shaped spots, 1-6 inches in diameter. Turf plants were first water soaked, then leaves shrivelled and faded to a brown color. Spots tended to be in groups and not related to low spots. The grass blades tended to mat together and lay down. Pythium blight is a warm, wet weather disease problem. It likes 80°+ days and a moisture saturated atmosphere. Night time temperatures of 70° and above keep Pythium active. The use of fungicides was recommended and plots with these materials were free of the disease.

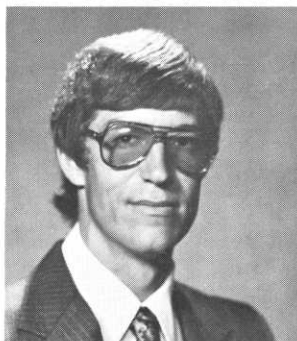
A recent report on golf course pesticide use in Ohio reveals that in 1978 the total budget (operational costs, fungicides, insecticides, and herbicides) was \$59,480,137.00. This is the cost of the 648 courses in Ohio. The average fungicide budget was \$4,074.00. Fungicide costs were 4 times greater than insecticides, and 3 1/2 times greater than herbicide costs. Chlorothalonil was used in greater quantity and Cycloheximide was applied to more areas than any other fungicide. Twenty different fungicides were used by respondents, making it possible to estimate approximately the relative importance of various turf diseases by compiling the number of fungicides applications per disease. Dollar spot received the greatest number of fungicide applications, nearly two times the second place disease, Brown Patch. Leaf spot-melting out was third, and snow mold ranked fourth, with Pythium blight at fifth place. Fungicide use is approximately 4 times greater than herbicide or insecticide, which may be due to the need for fungicides to be applied more often in a growing season than either weed or bug control materials. The golf course industry demands a very low tolerance level for turf pests when compared to pest management on home lawns or parks. This is especially true on golf greens and tees, as compared to fairways.

The use of disease or insect resistant turf-grass cultivars have not sufficiently been incorporated into the turf areas to seriously eliminate disease or insects, and in many cases, pest resistant turf-grass varieties are not available. The use of pesticides for use of control of diseases will continue to be important for many years. We must continue to strive to understand how to effectively and efficiently use turf grass pesticides while incorporating new sources of genetic resistance and cultural disease prevention practices.

Bergerson-Caswell Appoints New Officers



Gary F. Hart



John W. Henrich

Gary F. Hart who recently joined the firm after completing 21 years in the U.S. Navy has been elected vice-president and manager of the municipal and industrial pump department. As a commissioned chief warrant officer in the Navy, he has served as the chief engineering maintenance officer aboard the USS Yellowstone.

John W. Henrich, recently manager of the municipal and industrial pump department, has been elected vice-president in charge of municipal and industrial well drilling. Mr. Henrich is a graduate of Southwest State University, Marshall, MN, where he received a degree in mechanical engineering. He has been employed by the firm since 1976.

Arthur R. Hart, president of Bergerson-Caswell, Inc., Maple Plain, Minnesota announced the election of two new officers of the firm.

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TO BE OR NOT TO BE A GOLF COURSE SUPERINTENDENT

By Mike Lehrer MGCSA, Class D

Earlier this year I sent a questionnaire to all Class A Members of the Minnesota Golf Course Superintendents' Association. My objective was to obtain first hand information concerning the desirability of a career as a golf course superintendent. Generally, the responses were favorable.

The questions in the survey dealt with: Longevity and/or mobility; reasons for choosing this career; and whether or not, given the option, one would again choose this profession. Also covered were rewarding aspects associated with golf course maintenance and problems involved. Of the 88 questionnaires mailed, there were 23 replies.

QUESTIONS AND SUMMARIES

1) HOW MANY YEARS HAVE YOU BEEN IN YOUR PRESENT POSITION?

Answers to this question ranged from 1 to 34 years. The mean number of years was 10.6, indicating a moderate degree of longevity. Fifteen superintendents fell below the mean and 8 exceeded it.

2) HOW MANY PREVIOUS SUPERINTENDENT'S POSITIONS HAVE YOU HELD AND HOW MANY YEARS WERE YOU AT EACH POSITION?

Surprisingly, only 6 superintendents indicated previous positions. Of these, 6 all had held just one other position and all for 3 to 4 years. These results seem to indicate limited mobility.

3) WHAT REASON DID YOU HAVE FOR CHOOSING A CAREER AS A GOLF COURSE SUPERINTENDENT?

Love of the outdoors and working on a golf course as a youth were the two most frequent responses. Appreciation for the game and the desirability of work variety were next. Influence of boss and influence of family followed in popularity. Also mentioned were: The aspiration to build and manage a golf course; the need for a summer job to combine with teaching; and the availability of an opening. One superintendent liked the challenge associated with the profession. Unexpectedly, only one person mentioned not having to work 12 months a year.

4) WHAT HAVE BEEN THE THREE MOST SEVERE PROBLEMS YOU HAVE ENCOUNTERED AS A GOLF COURSE SUPERINTENDENT? HOW DID YOU SOLVE THEM?

Dealing with the maintenance of Poa annua, on greens and elsewhere, was the most common response to this question. Disease and wilt due to summer heat and humidity and winter damage due to ice, low temperature, dessication, snow mold, etc., were noted. Several other problems were mentioned less frequently.

Solutions to problems resulting from summer stresses were varied. Communicating with other superintendents, reading books and attending educational meetings were indicated. Keeping a constant watch for the presence of disease and wilt symptoms and the judicious use of chemicals and syringing were mentioned. One person said he had no solution.

Protection from winter injury was dealt with, in one case, by building new greens. Two respondents now use cellulose mats to cover their greens. Three superintendents found no solutions.

Coping with worker competency seemed to be a common problem, and solutions appeared to be individualistic. Six methods were mentioned once each. Good pay and bonuses for

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MGCSA GOLF TOURNAMENT

SEPTEMBER 14, 1981

Willmar Golf Club - Little Crow Country Club

As we head into the middle of summer, many superintendents turn their thoughts to the somewhat less stressful seasons ahead. One such pleasurable thought which occupies our minds when we think of late summer and early fall is that of participating in the annual Superintendents Golf Tournament.

This year we will have the opportunity to play on one of two very fine golf courses outside the metropolitan area. Now is the time to talk to your club officials, club managers and club professionals or otherwise line up your foursomes and plan to spend an enjoyable day and evening in West Central Minnesota's Little Crow Lake Region.

The scheduled event is a 1:00 PM shotgun, limited to 128 players at each club. Please remember to indicate which club you would like to play. The cost is \$25.00 per person which includes golf, dinner and prizes. Payment must accompany reservations. Make checks payable to MGCSA. Singles making reservations will be paired to make foursomes. Cancellations made prior to Sept. 7, 1981 will receive a full refund. Cancellations made after that date will receive no refund. No reservations (except for dinner) will be accepted after Sept. 7, 1981. Send reservations to Jim Wodash, 512 East Third Street, Willmar, Minnesota 56201.

As usual, try to send your reservation in early to assure yourself of playing the course of your choice. Dinner and awards will be at the Willmar Golf Club, with cocktails at 7:00 PM and dinner at 8:00 PM. Both courses will be open Monday morning if you wish to play in the morning as well. Lunch will be served at both clubs. Please indicate the number having lunch.

* * * * *

MGCSA TOURNAMENT ENTRY FORM

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Please reserve _____ extra dinners at \$20.00 each.

Total _____

Please indicate number having lunch: yes _____ no _____

continued from Page 5

punctuality and quality work; hiring older, more responsible people; and communication were noted. Firing incompetents and no solution were two responses. One superintendent said, "I find that college girls are the best qualified".

Satisfying critical members or as one superintendent related, "dealing with verbal sniping", was a common problem. It was handled by communication and education through verbal and written means. Two superintendents found no solutions.

Convincing the board of the need for an adequate budget was a problem shared by some. "I finally quit letting people talk me out of buying equipment I really needed", one superintendent asserted. Making the board more aware of a superintendent's problems was another response.

5) WHAT HAVE BEEN THE MOST REWARDING ASPECTS OF YOUR PROFESSION?

Satisfaction in meeting challenges through hard work and dedication was commonly cited. Seeing improvements, growth, change, positive results, metamorphosis, etc., were terms used.

Another frequent response was the self satisfaction in pleasing members as evidenced by their complimentary remarks and respect.

Friends made within the profession; the opportunity to work outside; the degree of independence; self growth; and prestige were also noted.

Surprisingly, one superintendent said money was his greatest reward, while another told of receiving a trophy from his membership for excellent work.

In a seemingly romantic mood, one respondent said, "One of my greatest rewards is seeing a beautifully maintained turf with sprinklers operating at sunset".

6) KNOWING WHAT YOU DO NOW, IF YOU HAD A CHANCE TO START YOUR CAREER OVER, WOULD YOU AGAIN CHOOSE THE GOLF COURSE PROFESSION? WHY?

Reactions to this question ranged from enthusiasm and satisfaction to frustration and total dissatisfaction. However, positive responses were much more frequent.

The most common reasons for answering yes to this question were: Associations with people who are always willing to help you out; having time off during the winter; and the freedom to use one's imagination and creativity.

continued on Page 9

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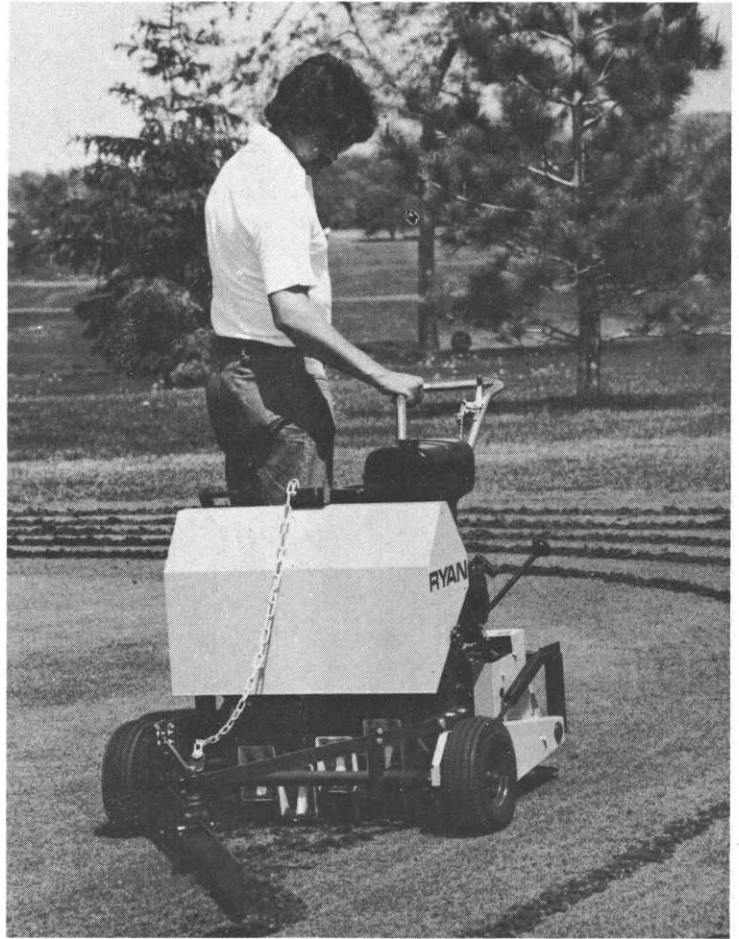
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Some superintendents gave qualified responses. They would again choose the profession, but only if some conditions could be changed. Getting a formal education in turf management was mentioned as one prerequisite. The chance to work by choice, not need, seemed to concern one person. One superintendent explained, "This is not an ordinary job. You have to be dedicated to the course and have a staff that is also dedicated. You need to have your heart and soul in it to make it work".

Those who gave negative responses mentioned low salaries, daily frustrations and catering to golfers' whims.

As in most surveys the variables determining the degree of accuracy are numerous. Detracting from this survey is the fact that all Class A Superintendents did not reply. Also, the number of superintendents who have left the field is indeterminate. It is quite possible, too, that the superintendents who did respond are the ones who are the most satisfied with their careers. Of all the assumptions that could be made, however, the one that is most likely correct is that those who didn't respond had more important thoughts on their minds than filling out survey.

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Offer clear directions so that employees know what to aim for, rather than forcing them to guess and perhaps make poor decisions. If they know that personal attention is being given to their work, they will take more pride in it.

Show by example what you consider important because your workers will emulate your work patterns. If you come to work late every day, how can you expect your employees to report on time?

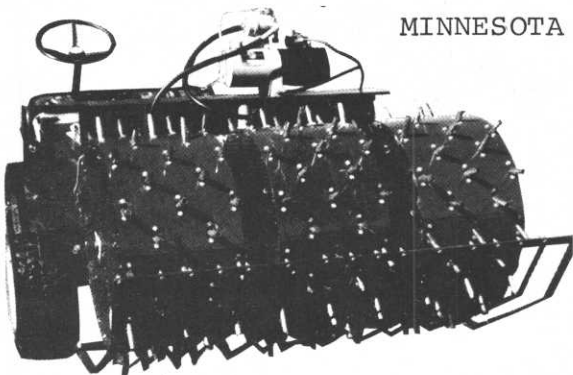
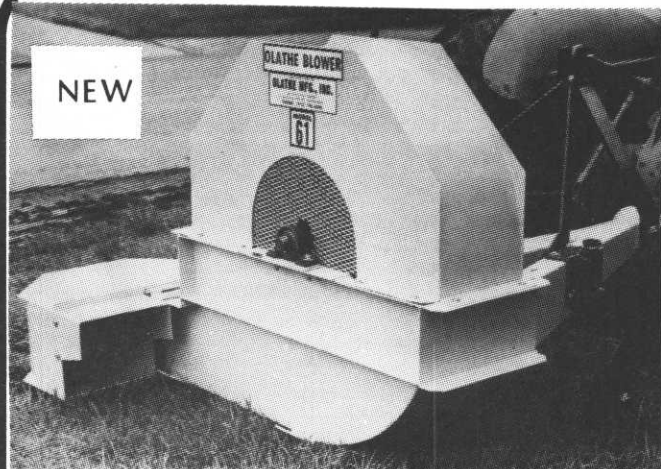
Reserve rewards only for performance beyond expectations and specify up front what performance is -- rather than deciding afterwards that a special effort was made.

Promise only what you can deliver. The promises will be remembered, but the contingencies won't.

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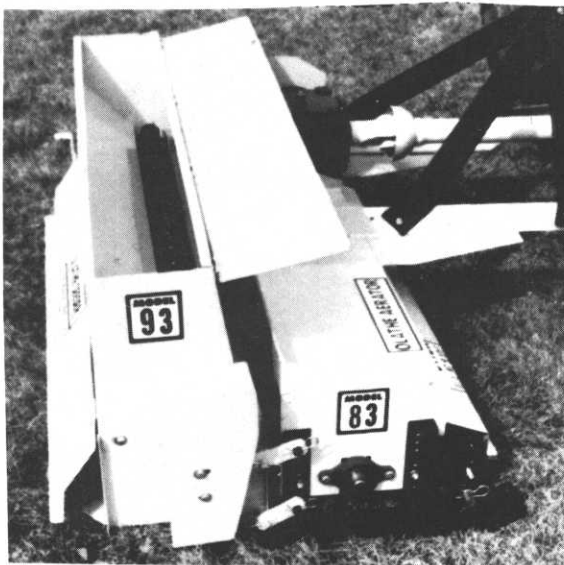
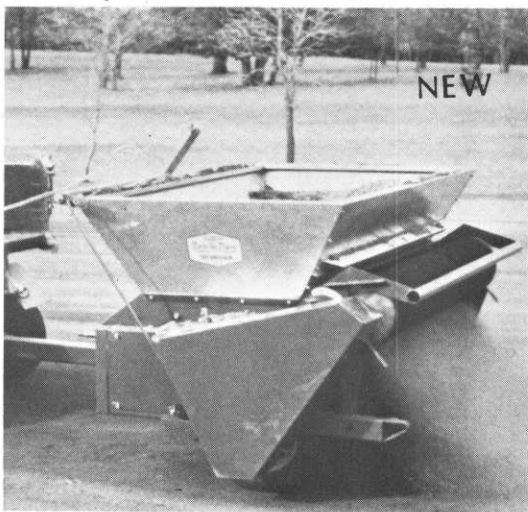
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