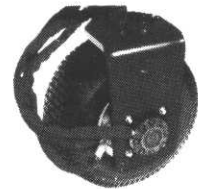
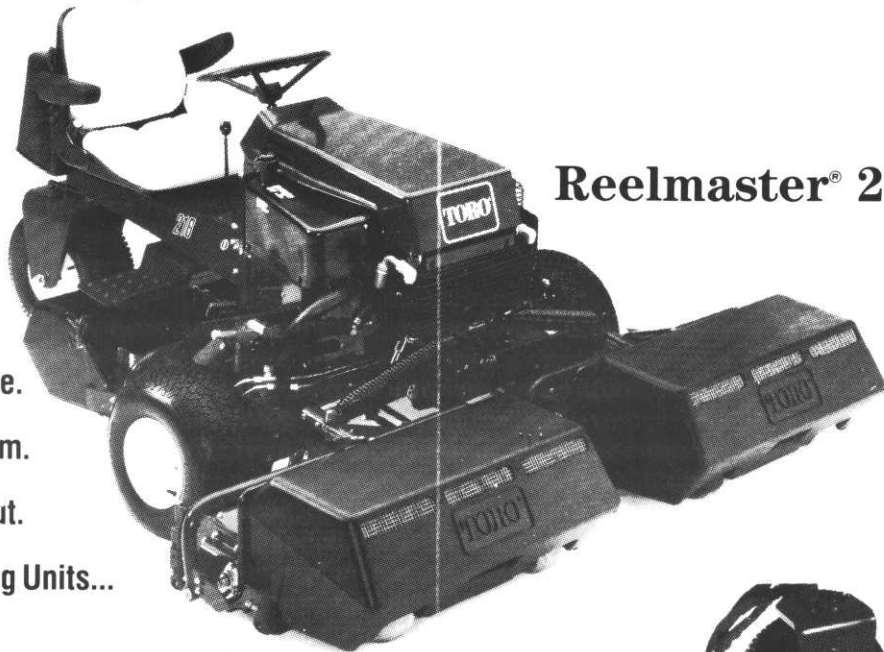


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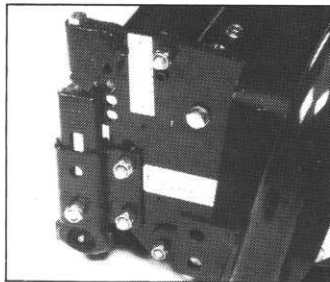
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- Deliver Superb Quality of Cut.
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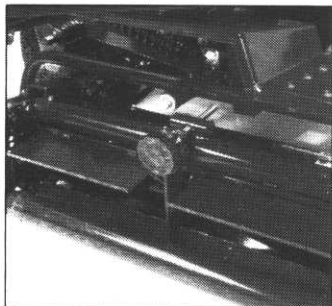
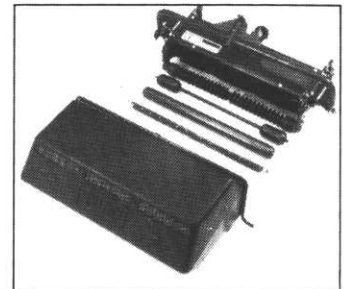


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For added performance and versatility, the Reelmaster 216 features "on-demand" 3 wheel drive. And a 3 wheel drive kit is available for earlier models too. An excellent choice for hillside operations.

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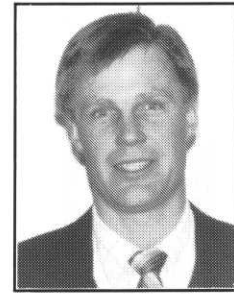
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How Did I Get Along Without One?

By KEVIN CLUNIS
Stillwater Country Club



Kevin Clunis

When I became superintendent at Stillwater Country Club in the Spring of 1985, I immediately found a lot of work to undertake with a minimal staff. I had inherited a retired, seasonal mechanic; a retired seasonal worker and a summer staff of 10. For me to get the job done effectively, some staff changes for permanent help were needed.

But since the season already was underway and the budget was set, I had to bite the bullet and make do with what I had and wait until the following year.

During 1985 I spent an excessive amount of hours finishing jobs started by my staff—spraying, watering (we had a manual system until 1989) and helping the mechanic. Then, of course, I had my superintendent duties of planning, scheduling, supervising and handling any other distractions that occurred during the season.

It is during these long hours of work that your mind has time to plan ahead and improve upon the present situation. I felt I was spreading myself too thin, and I felt the course was not progressing to the point where I wanted it to be. I tried to put more hours into work to help, but I was only fooling myself. Through all this, the membership was very complimentary of the work and really appreciated my effort.

At the end of the year, my mechanic informed me he was leaving to retire officially. I now had the opportunity to begin staff changes that were needed. Through documentation of my hours spent on the golf course and in the shop, I convinced my new green chairman of the need of a full-time mechanic and a full-time assistant superintendent. But although I convinced him, the Board of Directors only could allocate funds for one full-time position and one more summer staff.

□

I realized I could not do without a mechanic, so I hired one. I really gained only one more person to supervise while a quality person took care of the equipment.

The 1986 season started out fine, but I soon found myself spread thin again. Too many projects were started. Roughts out of control from excessive rainfall and unsupervised staff resulting in inefficient work soon began to make me realize the dire need for an assistant. I continued to work long hours to meet my expectations, and the membership once again appreciated my diligent effort to continually improve the playing conditions of the course.

By the end of the season, I realized I spent too much time at the golf course, and that I needed more quality time with my family. So I went to my green chairman again with the idea of hiring an assistant. The conversation lasted 10 minutes, with his denying my request while stating that “the course never looked better,” that things in general looked good and that complaints he had received were minimal.

I needed a new strategy for 1987 to prove the need for one full-time assistant superintendent. I did what was expect-

ed of me and not what I thought should be accomplished. I went about my business to improve turf quality, but now I didn't spread myself out too much. I continued to spray and fertilize for optimum playing conditions, but projects either were partly finished or unfinished. I did not go back to these areas because we had other tasks to accomplish.

Meanwhile, it was getting very dry. Since my staff was doing all the night watering, my day staff was smaller. In addition, I put a “senior” summer staff in charge while I took a weekend off. Needless to say, problems did arise in my absence. Members, once again, noted their appreciation of my effort and course excellence, but they also began to notice areas of concern.

I assured them I was doing the best I could. At the end of the season I was not as “burned out” as other years, but I knew I did not accomplish, to my expectations, the tasks set forth at the beginning of the season. **It was time to talk to the green chairman again.**

I professionally approached the chairman with documentation for the need of an assistant superintendent, and I also wrote the job description and my expectations for the job. I felt the key points for the need of an educated assistant were to implement the pesticide and fertilization programs, to provide another set of trained eyes for course imperfections and staff supervision, project supervision and weekend supervision. He liked what he saw and brought the proposal to the Board of Directors for approval. Yes, the motion was approved.

□

For the past two seasons I have enjoyed working with the assistants I have hired. They have helped me by making my job easier . . . and better. Delegation of authority has allowed the assistant to watch over the staff while they are working to help insure proper task completion. Also, with the assistant doing most of the pesticide and fertilization applications, I have been provided the time to fine tune our maintenance program and to increase the playability standards of our course. I have put my assistant in charge of a number of projects, and they have been completed with excellent results.

In writing this article, I think there is something for everyone to take home. If you are at a course that is without an assistant or are in the process of obtaining one, perhaps some of the key points that I used to create the position will help you in your quest. The end result is that a superintendent not only becomes better, but the golf course benefits as well.

In addition, if you superintendents have assistants already on your staffs, take time to really show your appreciation. Take time to teach them what you know. Include them in administrative duties. Ask for their input in decisions, and show your confidence in their work.

Take it from me. Only a short while ago I was doing both jobs. I look back on those times and wonder how I ever got along without one.

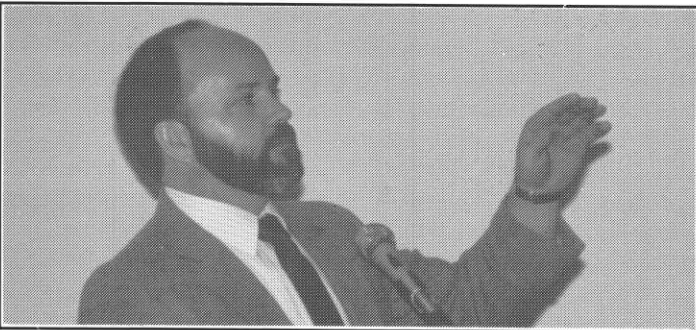
Dale Wysocki Catches Action at Owatonna Country Club



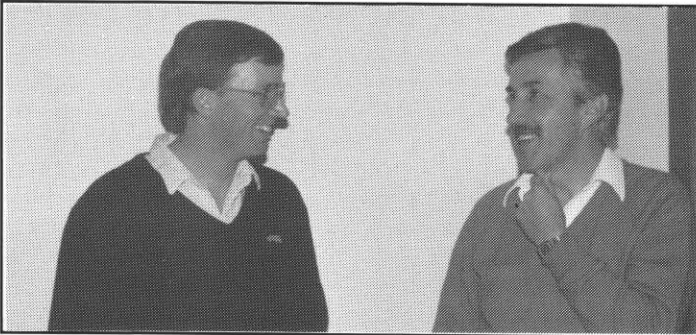
CHATTING, from left, are Richard Dicks, Jr., Owatonna; Jerry Murphy, MGCSA director from Somerset Country Club, and Mike Redmond, Scotts Pro Turf.



ROCHESTER COUNTRY CLUB SUPERINTENDENT Jim Gardner shows how it's done from the postside.



PRINCIPAL SPEAKER was Dwayne Schindler, University of Minnesota/Waseca.



SMILING ABOUT A STORY — or the camera — are Jeff Backstrom, Cannon Falls Golf Club, left, and Bob Reime, MTI Distributing.



ENJOYING LUNCH are Butch Greeninger, MTI, and Scott Austin, Midland Hills.

Water Utilization—

(Continued from Page 10)

10. "Water Management Enhances Savings, Player Satisfaction," *Ground Rules*, June 1987.
11. Dr. M. Ali Harivandi, "Irrigation Efficiency," *Golf Course Management*, April 1984, p. 49
12. William H. Benguefield, "Turfgrass Research Letter," in *1986 Annual Turfgrass Research Report*, 1986, (p. 1).
13. M. DeBoot and D. Gabriele, eds. *Assessment of Erosion* (New York: John Wiley and Sons, 1980), pp. 219-21.
14. Dr. Andrew Goudie, *The Human Impact on the Natural Environment*, 2nd ed., (Oxford, England: Basic Blackwell Ltd., 1986), pp. 137-8.
15. Alan R. Frantik, "Golf Course Pond Construction," *Conference Proceedings, 58th International Golf Course Conference and Show*, January 26-February 2, 1987, p. 36.
16. Frantik, p. 36.

Remaining 1990 MGCSA Meeting Sites

Date	Site	Event
June 11	Stone Brooke Golf Club	
July 9	Northfield Golf Club	
August 13	Hazeltine National Golf Club	MGCSA Championship
Sept. 24	Dellwood Hills Golf Club	Stodola Scramble
October 8	Baker Park Golf Club	

Water Conservation: Our Shared Concern

(Also see GCSAA Water Utilization Fact Sheet on Page 10)

The drought of 1988 created public awareness of an issue that the turfgrass industry has been concerned with for years. Water is a precious commodity. It is not unlimited and, without it, life, as we know it, cannot exist.

Given this undisputable fact, the Minnesota Golf Course Superintendents' Association (MGCSA) has responded by assuming a proactive stance in identifying water use by its member courses and charting a course of action that will further encourage wise use of this limited resource.

The logical starting point was to identify the industry status quo. A survey of member clubs was conducted. Data gathered from the survey and other sources are presented as the base from which to develop a responsible course of action. Data from and action by the golf industry in Minnesota pertinent to this process area:

- **Directly generates revenues** between \$255,000,000 and \$300,000,000 annually.
- **Generates in excess of \$18,000,000** in state sales tax revenue annually.
- **Provides** more than 16,000 jobs.
- **Over 20% of golf rounds** impact tourism.
- **75% of the respondents** host charitable events with 54 specific charities identified. Golf has been documented in one area to be second only to United Way in raising funds for charity.
- **Host numerous events for recreation** and/or competition for juniors, junior and senior high school boys and girls, senior citizens, college, university and corporate participation.
- **No segment of the turfgrass industry** spends more on research and updating of equipment aimed at conservation, including computer-controlled irrigation, drought-tolerant grass-

es, tensiometers, surfactants, cultural practices and others.

- **80% of the respondents** reported using some form of water conservation.
 - **Establishment** of a full-time Water Resources Committee.
- The golf industry in Minnesota has an enormous impact on the quality of life that we are so proud of in our state. Besides offering the recreational and competitive opportunities already mentioned, each individual golf course property has an environmental impact in the following way:
- **100 acres of actively growing turf** produces enough oxygen to support approximately 7,000 adults.
 - **This same process is the greenhouse effect in reverse** as carbon dioxide is used to produce the oxygen.
 - **Grasses reduce undesirable noises** by 20-30%.
 - **Wildlife is attracted** to grassy and treed areas.
 - **Grasses modify temperature.** This same 100 acres has the cooling capacity of more than 7,000 tons of air conditioning.
 - **Grasses absorb and reduce glare.**
 - **A typical golf course will recharge the water table** with approximately 10 times the amount it uses.
 - **Dense turf has more than three times** the water infiltration rate of thinly covered areas.
 - **Grasses absorb pollutants and trap particulate matter** from the atmosphere.
 - **Grasses are the most effective form** of plant life for the prevention of soil erosion.

Numerous other environmental, economic, mental and physical health statements can be made. However, the above is meant to be indicative of the contribution that the game of golf makes to the State of Minnesota and the respective communities that are located within the state.

The MGCSA study found that an average of nearly 300,000 gallons of water per acre were used in 1988 on the courses whose superintendents responded to the questionnaire. One disturbing thing that became obvious was that some do not know how much water they use on their property.

As a result of this study and its on-going concern for its industry and the environment, MGCSA commits to the following action items:

- **Encourage the installation of effective metering devices** on all golf course irrigation systems in the State of Minnesota.
- **Permanently install a functioning committee** for the increased conservation of water and other resources.
- **Intensify the educational opportunities** available to our membership, specifically addressing water conservation.
- **Continue contributions**, and expand as resources permit, to research dedicated to water conservation in areas such as irrigation equipment, plant breeding and selection for better drought tolerance as well as lower water use, and cultural practices that will reduce the use of water, reduce run-off, improve water retention and facilitate the expanded use of effluent water.

—MGCSA Water Resources Committee

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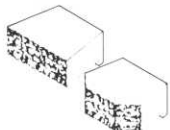
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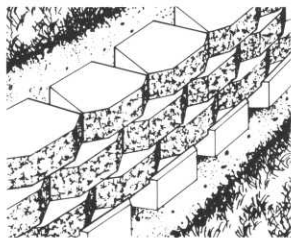
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Golf's Environmental Impact Studied by Senate Group

The Senate Subcommittee on Toxic Substances, Environmental Oversight, Research and Development convened recently to examine the use, regulation and potential health risk of commercially applied chemicals on turfgrass.

William R. Roberts, CGCS, secretary/treasurer of the Golf Course Superintendents Association of America (GCSAA), testified on behalf of the golf course industry.

Roberts, a golf course superintendent at Lochmoor Club, Grosse Pointe Woods, Mich., was invited to represent the 9,800 members of GCSAA. Also appearing were other experts in the field of environmental research and education. Subcommittee chairman Sen. Harry Reid (D-Nev.) invited Roberts and GCSAA to appear because of GCSAA's recognized leadership in the field of turf management and research.

In summarizing Roberts' testimony, Reid said, "I have been very impressed, for example, with Mr. Roberts, who represents people who have concerns. . . (and) think there should be more research that goes on and is willing to abide by whatever comes out of it."

Reid went on to note that senators like himself can help in that process, by saying that ". . . you (GCSAA) don't have a dog in this fight, and you're just trying to find out, as we are, what is valid and invalid about the claims, and hopefully the government has a role to help you in that regard."

Roberts highlighted two areas in which GCSAA is considered to be the golf industry leader: groundwater research and educational programs.

"Our concerns deal with the health and safety of the public, the golfers, and ultimately with the environment that we live in. . ." Roberts said. "We are willing, frankly, to put our money where our mouths are. We are going to do this research. . . with no preconceptions. . . and if we find out that the materials or management practices are scientifically valid, we'll continue to use those. If we find out that those materials or management practices could adversely affect the environment or the public, we're determined to find solutions or alternatives so that we can maintain good golf courses and yet not impact the public."

A recent study completed at Cape Cod, Mass., showed that, when used properly, virtually no turf chemicals move through the soil structure into groundwater and that golf courses that employ best management practices in their application of turf chemicals can greatly minimize the risk of potential groundwater leaching.



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We Thought You'd Like To Know That...

The USGA will eliminate the pre-Slope handicap system after this year. Beginning in March, 1991, the USGA's Slope System becomes the only authorized USGA handicap system.

In use since 1983, the Slope System addresses the problem of portability of USGA handicaps, departing from the concept that a golfer receives the same number of handicap strokes at every golf course.

Under the Slope System, an authorized golf club or golf association issues each golfer a USGA Handicap Index, for example, 10.4. The golfer then consults a numerical table listing each course's Slope Rating to determine his stroke allowance. A golfer's course handicap increases on more difficult courses and decreases on easier courses.

Golf clubs are issued USGA Slope Ratings by golf associations authorized by the USGA. Because Slope goes into effect next March, it is necessary for clubs following the USGA Handicap System to ensure their courses are officially rated by then. Every authorized golf association has implemented the Slope System, and almost every golf club that requested one has received an official USGA Slope Rating.

Golf clubs that have not been issued a USGA Slope Rating should contact the Minnesota Golf Association for assistance. If a club is unable to obtain such assistance, it should contact the USGA Handicap Department, at (201) 234-2300, or write to Golf House, P.O. Box 708, Far Hills, N.J. 07931.

* * * *

Rochester Golf & Country Club will be the host club for the seventh U.S. Women's Mid-Amateur Championship September 11-16, 1993.

Although it will be the first Women's Mid-Amateur to be played in Minnesota, it is the third USGA championship currently scheduled on Minnesota courses. The 1991 U.S. Open will be played at Hazeltine National Golf Club in Chaska, and the 1992 Amateur Public Links Championship is scheduled for Edinburgh USA, in Brooklyn Park.

Completed in 1925, Rochester Golf & Country Club was designed by A.W. Tillinghast at the time he was doing some of his best work. He had completed Baltusrol Golf Club, in Springfield, N.J., a few years earlier, then Winged Foot, in Mamaroneck, N.Y., after that, and Five Farms, in Baltimore, a year after completing Rochester.

An eccentric man, Tillinghast accepted no fee for converting what had been an indifferent nine-hole course into a first-rate layout of 18 holes other than a lifetime membership for his son-in-law, a young doctor at the Mayo Clinic, in Rochester, and Tilly's daughter.

* * * *

The USGA has raised the prize limit in tournaments to \$500, a figure that represents the amount an amateur golfer may accept as a prize in merchandise in any tournament or exhibition. That includes holes-in-one or other events in which golfing skill is a factor.

The Minnesota Women's Golf Association this year is celebrating its 75th anniversary. The association was founded by members of Minikahda, Interlachen, Town & Country, Northland in Duluth, Lafayette and White Bear Yacht Club in September, 1915.

* * * *

Do you play senior golf competitively? Dates for the US West Senior Open have been changed to Monday and Tuesday, June 25-26.

* * * *

The USGA has accepted a record 6,198 entries for the 1990 U.S. Open Championship, to be played June 14-17, at Medinah (Ill.) Country Club near Chicago.

The figure is a record in many respects. It exceeds last year's total entry of 5,786, and it marks the seventh consecutive year the number of Open entries has increased. The total also represents the most entries accepted for any USGA championship, and it is the first to attract more than 6,000 entries.

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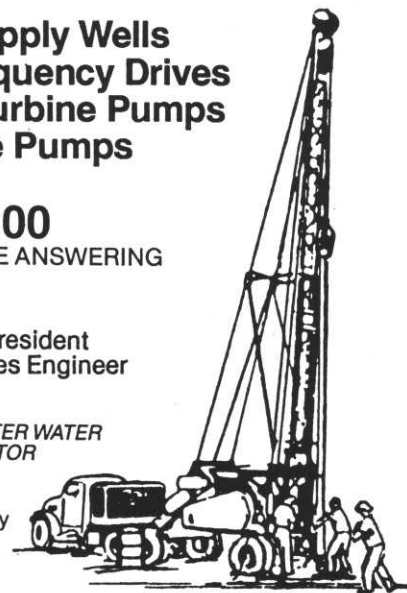
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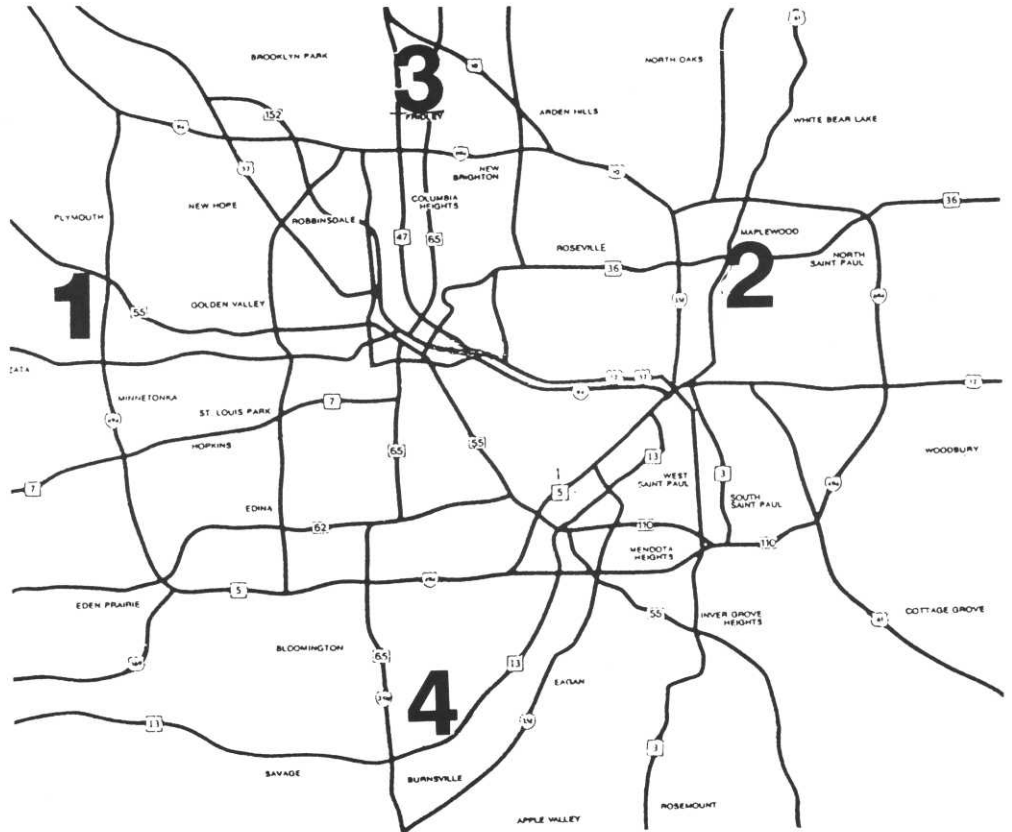
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GREEN CLIPPINGS

Congratulations to Gerald Lee Dalen, Clifford N. Reynolds, David M. Kohlby and Byron A. Ringhand for becoming members of GCSAA.

* * * *

A letter received from James T. Snow thanks the MGCSA for its \$1,000.00 contribution to the USGA Foundation for Turfgrass Research.

* * * *

A letter also was received from Bruce Branham, thanking the MGCSA for its \$5,000.00 research grant to Michigan State University to help fund the study on growth regulators, including Pro-Grass, Cutless and T.G.R.

* * * *

Kevin Clunis has most of the speakers lined up for our annual Conference at the Northland Inn Nov. 28-29-30.

* * * *

The MGCSA's board of directors is looking into the possibility of changing the annual Pesticide Application Certification program from December to March.

* * * *

Remember that July 1 is the deadline for submitting applications for a scholarship to Rick Fredericksen.

* * * *

John MacKenzie, Jr. again has donated the \$50.00 he received as a contributor to *Hole Notes* to the MGCSA Research Fund. Thanks, John.

* * * *

Kevin Clunis has announced that "The Thinking Superintendent" again will be part of the annual conference in November. Anyone interested in making a 5-10-15 minute presentation, please contact Kevin.

* * * *

Keith Scott informs us that 23 clubs from various locations in the state will participate in the Water Resource Study. They will be monitoring their water use

in 1990, keeping weekly records of water used on greens, tees and fairways.

* * * *

Dale Caldwell, Doug Mahal and Bill Johnson participated in the May meeting of the Upper Midwest Chapter of the Club Managers Association of America. A tour of the golf course and maintenance facility at Minneapolis Golf Club was followed by a question-and-answer period. Events such as this can only help to promote a better understanding between both professions.

* * * *

Don't forget the 4th Annual Minnesota Turf Tourney to be held June 15. This is an excellent opportunity for your members and/or general public to get out and play the golf course of their choice.

Greg Hubbard has sent an additional card so you can receive proper credit for participating in the MGCSA Winter Preparation Survey. This card, along with your survey, makes you eligible for the four \$50 cash drawings.



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