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About the Cover

Pictured on the cover is the eighteenth hole at Minnesota Valley Country Club courtesy of MVCC Superintendent Michael Brower. Michael also wrote an article entitled "Getting the Most Out of Your Intership" beginning on Page 6 of this issue of Hole Notes.



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UPCOMING EVENTS

March 9

MGCSA Mini-Seminar

Brackett's Crossing Country Club, Lakeville Host Superintendent: Tom Proshek

April

Spring Assistant Mixer

North Links Golf Course, Mankato Host Superintendent: Eric Peters

May 16

BASF Tournament

Stillwater Country Club, Stillwater Host Superintendent: Marlin Murphy

June 13

Scholarship Scramble

Dellwood Hills Golf Club, Dellwood
Host Superintendent: Eric Peterson

August 1

Harold Stodola Research Scramble

Brackett's Crossing Country Club, Lakeville Host Superintendent: Tom Proshek

September 26

MGCSA Championship

Midland Hills Country Club, St. Paul Host Superintendent: Scott Austin, CGCS

October 11

Fall Mixer

Monticello Country Club, Monticello Host Superintendent: Rick Traver, CGCS

PRESIDENT'S MESSAGE

Make Plans to Attend the March 9 Mini-Seminar at Brackett's Crossing

By Robert Panuska

Thank you to James Bade and the Conference and Education Committee of the MGCSA. The educational offerings and speakers at the Minnesota Green Expo were outstanding! I heard many positive comments from fellow MGCSA members regarding the show as well as the educational seminars. I have mentioned in the past about the value of networking and "rubbing shoulders" with others in our industry. This conference offers us a premier platform for this type of activity. I hope you and your staff were able to attend this year's expo.

Thanks go out to all Affiliate members participating in the 1st Annual Green Expo Booth Challenge. Early feedback from participating vendors indicated that this was a very successful event (*See Page 11*). Eric Peters won a set of Callaway golf irons for visiting each participating vendor's booth. Eric later was elected to the Board of Directors of the MGCSA. Congratulations on your big day, Eric!

I would like to take this opportunity to thank the retiring Board members for their service to the MGCSA. They include Mike Nelson, Dacotah Ridge GC, Barry Provo, Deer Run GC, Mike Kelly, Edina CC and Jon Almquist, MTI Distributing, Inc.

Returning to the Board are Rick Traver, CGCS, Monticello Country Club as secretary and Jack MacKenzie, CGCS, North Oaks Golf Club. Welcome to Paul Diegnau, CGCS, Keller Golf Course; Eric Peters, North Links Golf Club; Matt McKinnon, The Legacy Courses at Craguns, and Jeff Hartman, Hartman Companies. Thank you, gentlemen, for your willingness to serve.

As we begin our new year we are looking for members to serve on committees. Would you consider serving our association in this capacity? If your answer is yes or maybe, please contact myself or Scott at the association office and we would be pleased to answer your questions and put you in touch with the appropriate chairman. This is a great way to find out how your association operates and to serve the MGCSA. Thank you for your consideration.

I have been made aware of a couple of very disturbing situations regarding members of our association. In both cases these fellow superintendents have been told by the leadership at their respective clubs that due to "financial difficulties" they will be forced to take a salary reduction of \$10,000 to \$15,000. In addition they will also "need" to cut their operating budget significantly. But, they must also "keep the course in top condition." There is very little if anything we can do as an association to influence this type of activity. However, as individual members, we can be there for support and offer to be a sounding board to superintendents faced with these circumstances. I have been witness to the care and support the members of this association have for each other. I thank you all for that and ask that you keep it up.

Make plans to attend the March 9 Mini-Seminar at Brackett's Crossing Country Club.

Attending this event is a great way to begin the new season!

- Rob

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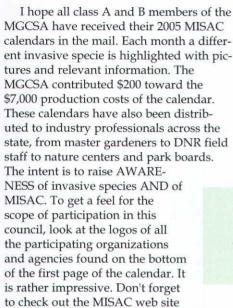
MINNESOTA IN THE CROSSHAIRS



EAB, DED and GM

By PAUL DIEGNAU, CGCS





at www.mda.state.mn.us/misac/. If you

did not receive a calendar and would like

one, it is available at the MISAC web site

in a 2.13 MB PDF file.

Several weeks ago I attended the winter quarter MISAC meeting. From all accounts, 2005 should prove to be another interesting year on the invasive species front. As many of you probably heard at the Green Expo, Dutch Elm Disease (DED) will be on the rampage, mimicking infection levels from the 1970s. Emerald Ash Borer (EAB) appears to be spreading faster than originally predicted and investigative research on this pest has exploded in the past year. Another Gypsy Moth (GM) hot spot was discovered this past fall in Minnesota and Pine Shoot Borer was trapped for the first time in the Twin City metro area.

Because EAB has the potential of becoming one of the most destructive invasive species in the U.S., research on this pest is full speed ahead. Here are some of the highlights presented recently at the Exotic Forest Pest Workshop in St. Louis, MO:

+ Most EAB larvae reproduce in a one-year life cycle. There is evidence that a fraction of the EAB population uses a two-year life cycle. The occurrence of twoyear larvae has many implications for research, management and the containment/eradication effort. The presence of

mature larvae in the spring and summer presents issues for targeting this species with pesticide applications and possible delayed identification of infestations.

+ In southeast Michigan, woodpeckers are exhibiting predation rates on EAB larvae from 9-95% (mean 44%). Because woodpeckers are currently the only documented native species to inflict mortality rates greater than single digits on EAB, these vertebrates may be an effective bio-

"As many of you probably heard at the Green Expo, Dutch Elm Disease (DED) will be on the rampage, mimicking infection levels from the 1970s."

control. There are two thoughts on this relationship that will require further research. Will woodpecker populations increase with rising EAB numbers and, if they do, how long will these increases in response to a high quality food source take to manifest? Woodpeckers hold promise as an effective bio-control and their predator-prey relationship with EAB will be a hot research topic in the future.

+ Adult female EAB that have mated fly much further than males or unmated females, averaging 1.7 km in the first 24 hours. This is alarming because it suggests that mated females are programmed to make long dispersal flights.

+ EAB is currently found in southern Ontario, Indiana, Ohio, Maryland, Virginia, and Michigan. In Michigan, four new counties were added to the quarantine in 2004, bringing the total to 20 infected counties. Michigan officials are concerned that EAB is spreading faster than anticipated.

+ EAB prefers green and white ash of all Fraxinus found in North America. Blue ash is the least preferred food source

+ In one study, Permethrin, pyrethroid and imidacloprid (Merit) produced 66-94% control of EAB life stages when applied as a bark surface treatment.

+ Control measures for EAB include removing all ash trees within one-half



mile of the infection center. This distance translates into 490 acres of ash removal. Imagine that task in a forest or woodland

A rogue population of Gypsy Moth was discovered this past fall in the vicinity of Ely, Minn. Approximately 640 acres will be treated in 2005 to eradicate this population. Experts are concerned as to how this population became established in such a remote location.

When dealing with DED, remove diseased trees as soon as possible. Sanitation is very important in suppressing the spread of this pathogen. Don't forget to check wild elms found on your property and along roads and right-of -ways adjacent to your property. Wild elms are highly susceptible to DED and,

when left standing, pose a serious threat to ornamental specimens in the area.

This past summer, the Pine Shoot Beetle was discovered in Anoka, Ramsey and Dakota counties in the Twin City metro area. This eighth-inch long black beetle is capable of inflicting serious damage on Scotch, Red, White and Jack pines. Originating in Europe, this beetle was first discovered in the U.S. in 1992 in several midwestern states including Indiana. Currently, sixty of Indiana's 92 counties are infested and quarantined under state and federal law. The beetle lives in the shoots of pine trees during the summer months and burrows into the bark of pine trees in winter. Large populations of this beetle can kill already stressed trees and may in fact weaken and kill healthy trees when populations are allowed to get extremely high. Overall, it is considered a moderate pest and can be controlled with proper forest management.

(Editor's Note: Paul Diegnau, CGCS, is the MGCSA liaison to the Minnesota Invasive Species Council. MISAC is co-chaired by the MN Dept. of Agriculture and the MN Dept. of Natural Resources. The council was formed in response to Presidential Executive Order 13112 on invasive species, the National Invasive Species Management Plan and Minnesota legislation that encouraged the state to plan and take action on invasive species.)

Getting the Most Out of Your Internship

By MICHAEL J. BROWER

Superintendent, Minnesota Valley Country Club

It's that time of the year again when both Superintendents and turf students are looking to fill their internship positions. For all of us, it's an exciting time, putting together or joining a team of workers that will undoubtedly, have a

lasting effect and impression on our careers. In the space that follows, I'd like to offer some insight into the internship concept and methods of getting the most out of your internship.

Much of our lives we are working with others, working out arrangements and, developing procedures for our mutual benefit. This fittingly describes what all of us should be focused on as we develop, implement and participate in internship programs at golf courses. Both the Superintendent and the

intern should have an understanding that the relationship is developed to be mutually beneficial An internship position can often lead to a more permanent full-time position at the club where a student completes an internship. Currently at Minnesota Valley Country Club, one of our assistant positions is held by a former intern at the Club. Throughout the dozens of internship relationships that I've been involved with, the focus has been on developing the intern's skills so they are prepared for an Assistants position once they complete their degree program.

My involvement with student interns has made me a better manager and has developed many lasting relationships. If your club has not established an internship program, now is a good time to start. An intern program benefits students, and will also benefit your club, your staff and the profession.

Developing or attaining a quality internship requires us to evaluate how we could best benefit from the experience.

Outlining your goals before you begin an interview process would be a good way to start. As you prepare these goals, don't expect your first draft to be your final draft. Make it detailed, make it complete, and make it challenging. Remember, the

Dunham Sod Roller

— early 19005 —

Minnesota Valley Country Club Superintendent Michael Brower next to the annual historical equipment display during MVCC's Heritage tournament.

experience will in one way or another, for both employer and employee, leave impressions, impact the business and shape your careers.

For Superintendents, the process should involve your full-time staff and the General Manager. Gather input from them as to how your facility can benefit from an internship program. Involve all of them from the start and establish methods for their involvement in the program. This will maximize the benefit for both the club and the intern.

For the prospective interns, the process should begin with an assessment of their current skills and education in turfgrass management. Identify your strongest and weakest skill sets, and create a list of goals for an internship that will help you build new skills. Then search for an internship that will allow you to reach those goals. A prospective intern arriving at the interview with a list of goals and skills they would like to develop makes a good first impression.

This brings me to a point that I must bring to light. I speak to many prospective interns that have a limited understanding of the skills they need to advance to the next level in their careers. For the majority of interns, that next level would either be

> a full-time spray technician position or a full-time Assistant position. If you're unsure of what you need to develop, find people in the profession that will share with you the written job descriptions for those positions at their club. It would be helpful for any prospective intern to discuss these skill sets with the Superintendent during the interview, and as Superintendents, we should be willing and able to shed light on this subject with the person we're interviewing.

> Be on the level here also, as a student applying

for an internship, don't exaggerate or make-up skill levels. The same is true for the Superintendent conducting the interview; don't mislead students into thinking they have the skills needed when they truly do not. This truthful exchange of information will most often lead to the two parties working out a better internship arrangement that is mutually beneficial, an arrangement that allows the students to develop the skills that they need to move to the next level. Even if you've made the decision not to hire someone, give them the insight they need to be more successful in their next interview.

You've heard it before, and you'll hear it again here, good communication is the foundation of good professional relationships. Acknowledge this and practice it throughout the internship and it will be more meaningful and successful. Aside from being a good turf manager, communication is the most important skill that

(Continued on Page 7)



Minnesota Valley Country Club's Assistant Superintendents, Troy Lang, on tractor, graduate of Western Iowa Technical College, and Brady Scott, graduate of the University of Massachusetts, stripping sod on a tee renovation project.

Internship— (Continued from Page 6)

you can possess in life. In any internship, the Superintendent and the full-time staff become teachers. We can set the tone for the learning environment with effective communication. On the flipside, the student also needs to seize the opportunity by interacting with staff and starting dialogue. After all, how can anyone expect to develop a good relationship without communicating? So, let's make sure that we're all on the same page and communicate.

Now that we've presented some fundamentals for establishing an internship, let's look at it in greater detail. Let's examine what can and should be learned in a golf course management internship. As I've mentioned, each intern is coming into the workplace with different levels of skills. Knowing what they are will help the Superintendent and the Assistant Superintendents determine what types of jobs to assign to interns and the duration of work needed to attain a desirable skill level. In no special order, the following is a list of the skills that I believe are most important to develop during an internship.

Pesticide Applications: Arguably the most important, since this is one of the first job responsibilities listed on Assistant Superintendents job descriptions. If you haven't done it, and learned it, how could you properly supervise the activity? I always have on hand several copies of the MDA Pesticide Applicators Training Manuals to lend to interns. I tell them to

study it and take the exam, otherwise they won't get the experience and probably won't get to the next level as soon as they expected. We pay for the testing fee and the license for them. It's well worth the small investment.

Start interns out with another experienced applicator, as the hose man or just following in their shadow. Be sure that interns become familiar with the material their applying and why they're being applied. Remember, this goes both ways, interns need to dedicate themselves to a detailed knowledge of the materials, rates and the chemistries of the products, not just applying the material as instructed. I realize it's uncomfortable and time-consuming at times, but do not cut corners on safety, PPE, and proper records. If you don't have this skill when applying for top Assistants jobs, how could you expect to get the job?

Fertilizer Applications: Ditto here! Start interns out with something easier, like the practice tees and range, where a small mistake could be tolerated. Move on to rough and tees, then fairways and greens. Don't just send them out with a rate and a product, spend plenty of time with them and insist on extreme accuracy. Show them the small things that result in a good application. Between this and pesticides, there's a large amount of the budget going down on the course, so it better be right. Again, another skill that is required for Assistant positions.

Flowers and Gardening: Most courses don't have the luxury of having a full-time gardener. You need to have the knowledge and skill to succeed here. To some of your

members, this is more important than the grass. Even if you do have a gardener, how could you supervise those activities properly without knowledge of them? Spend a day or two working with and getting to know the annuals, perennials and other ornamentals on the course. As you go about your other job duties, don't just drive by them, observe them throughout the summer and learn their traits.

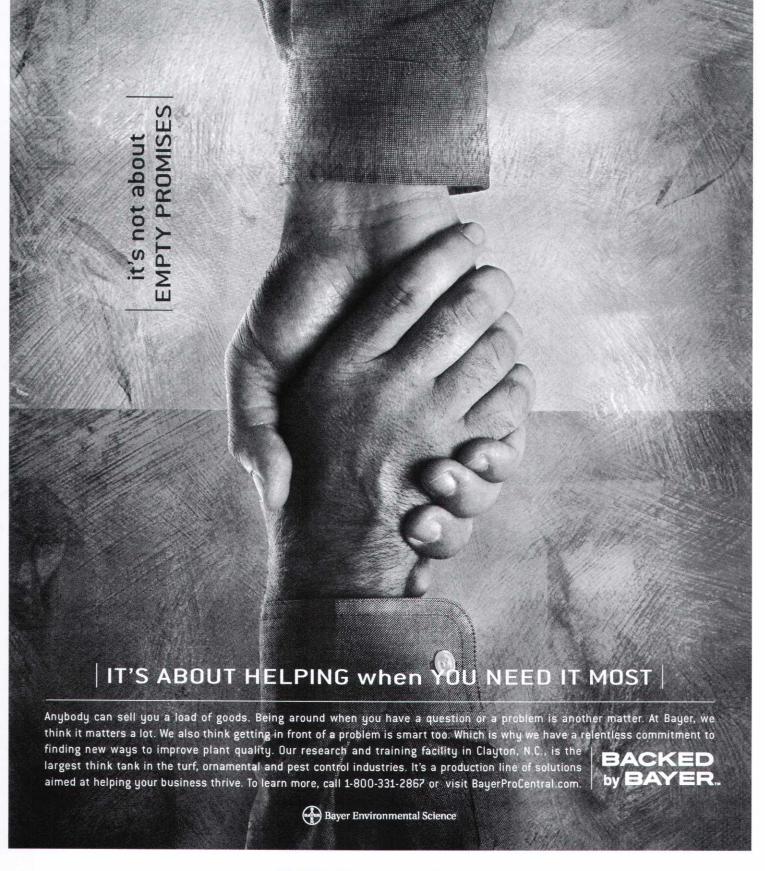
Topdressing, Seeding, Aeration,
Spiking, Verticutting: Be ready willing and
able to learn these important cultural practices; there may be a limited amount of
opportunities in the time your at the course
to learn these jobs, so be sure to speak up,
volunteer, ask questions, analyze the
process and take notes on it. Keeping good
notes on equipment settings, timing, course
conditions, recovery, etc. could really come
in handy at your next job or the next season.
Superintendents, it's not always easy, but
find a way to fit interns into these procedures, since they can bring you to another
level if done properly and at the right time.

Irrigation Operation and Maintenance: We all know that this is a skill that must be learned first hand. Watching it being done is nothing like doing it. It shouldn't be hard to find components of your system that need upgrading or additions so that interns can learn first hand in the field. At a minimum, interns should fix a pipe break or two, repair and replace a sprinkler, be introduced to the inside of a satellite, tour and learn the pump station and learn about the computer software that runs the system. Take the opportunity to come to the course in the evening to watch the irrigation run, watching the pump station operate, and watching how various areas of the course react to watering.

Construction Projects: Somewhat difficult work experience to obtain since most of this is done in the fall and early spring, however, it's great to have. Don't be too concerned about what job task you're assigned on the site; rather, be happy being a part of the project. Remember, each and every job is important on the project and factors into the end result. Observe the big picture while you work on the job site. Ask the Superintendent for a copy of the Long Range Plan for the Golf Course if there is one, and strike up a conversation with the construction contractor and architect at the end of the day. Remember about communication and dialogue.

Green Committee Meetings: Attending just one Green Committee meeting is great for an intern. Simply observing how the

(Continued on Page 35)





Stephen Kimball Sales Representative (515) 371-4673

Truisms About the Game of Golf

(Editor's Note: The following is not intended to offend fans of tennis, basketball, football or baseball. It is, rather, an attempt to put everything in its proper perspective.)

Ever wonder why golf is growing in popularity and why people who don't even play go to tournaments or watch it on TV? The following truisms may shed some light:

Golf is an honorable game, with the overwhelming majority of players being honorable people who don't need referees.

Golfers don't have some of their players in jail every week. Golfers don't kick dirt on, or throw bottles at, other people.

Professional golfers are paid in direct proportion to how well they play.

Golfers don't get per diem and two seats on a charter flight when they travel between tournaments.

Golfers don't hold out for more money, or demand new contracts, because of another player's deal.

Professional golfers don't demand that the taxpayers pay for the courses on which they play.

When golfers make a mistake, nobody

is there to cover for them or back them.

The PGA raises more money for charity in one year than the NFL does in two.

You can watch the best golfers in the world up close, at any tournament, including the majors, all day every day for \$25 or \$30. The cost for even a nosebleed seat at the Super Bowl costs around \$300 or more unless you buy it from scalpers in which case it's \$1,000+.

You can bring a picnic lunch to the tournament golf course, watch the best in the world and not spend a small fortune on food and drink. Try that at one of the taxpayer funded baseball or football stadiums. If you bring a soft drink into a ballpark, they'll give you two options -- get rid of it or leave.

In golf you cannot fail 70% of the time and make \$9 million a season, like the best baseball hitters (.300 batting average) do.

Golf doesn't change its rules to attract fans.

Golfers have to adapt to an entirely new playing area each week.

Golfers keep their clothes on while they are being interviewed.

Golf doesn't have free agency.

In their prime, Palmer, Norman, and other stars, would shake your hand and say they were happy to meet you. In his prime Jose Canseco wore T-shirts that read "Leave Me Alone."

You can hear birds chirping on the golf course during a tournament.

At a golf tournament, (unlike sports stadiums and arenas) you won't hear a steady stream of four letter words and nasty name calling while you're hoping that no one spills beer on you.

Tiger hits a golf ball over twice as far as Barry Bonds hits a baseball.

And finally, here's a little slice of golf history that you might enjoy.

Why do golf courses have 18 holes -- not 20, or 10, or an even dozen?

During a discussion among the club's membership Board at St. Andrews in 1858, a senior member pointed out that it takes exactly 18 shots to polish off a fifth of Scotch. By limiting himself to only one shot of Scotch per hole, the Scot figured a round of golf was finished when the Scotch ran out. - anonymous



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