

**MGCSA Scholarship Scramble
Results from Dellwood Hills GC
June 13, 2005**

56	Ruhoff, J. Meyer, Ramler and Notch
59	Walton, Redmond, Ellingson and Deem
59	Murphy, Funk, Larson and Samarzia
59	J. Schmidt, Meier, Stoneback and Peters
60	M. Kasner, Milstroh, T. Kasner and Saatzer
60	Weltzin, Traver, Perreault and Henry
62	MacDonald, Accad, Malone and Tousignant
62	Held, Popp, Bjerke and Wall
63	Proshek, Bade, Gardner and Parske
63	Kasmierczak, Melsa, Bezanson and Maynard
63	Rostal, Makowske, Carr and Grill
64	Steiner, Marty, Olsen and Layton
64	Diegnau, Wenzel, Belak and Knutson
64	Hilliard, Poepping, Brown and Monson
64	Just, S. Meyer, Wilson and Isaacson
65	Cole, Jansma, Norby and Mogren
65	Brower, Lang, Scott and Murray
66	Boonstra, Schrader, Grove and Hapgood
66	J. MacKenzie, Schmidt, Schaffer and T. MacKenzie
67	Conlin, Olson, Krenke and Glaser
67	Watkins, Johnsen Zimmerman and Gorman
68	B. Greeninger, Andrews, Femrite and Frank
70	Meredith, Pakko, K. Anderson and Andert
70	Johnson, J. Schmitz, Jarosz and Dimond
71	Salwei, Belland, Doolittle and Horning
71	Schmitz, Joe Churchill, Almquist and Jeff Churchill
72	Peterson, Bohler, Uselding and P. Anderson
73	Knodel, A. Schaufler, Navara and K. Schaufler
74	Smith, Hoff, R. Anderson and Van Meter



Ben Just, Assistant Superintendent at Midland Hills was the lucky recipient of the use of a Club Car for a year courtesy of Tiziani Golf Car of Minnesota. Pictured on the left of Ben and in the above photo is Tiziani representative Mark Goettig.

MGCSA Scholarship Scramble—

(Continued from Page 6)

Special thanks to Superintendent Eric Peterson, his staff along with golf pros Jay Norman and Dan Nylund and other pro shop personnel for providing excellent accommodations for this important MGCSA fund raiser.

The University of Minnesota Field Day on July 28 at the St. Paul campus is the next event on the MGCSA calendar.

The Harold Stodola Research Scramble will take place a few days later on August 1 at Brackett's Crossing Country Club in Lakeville.

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No Comprende

By NATE USELDING

Assistant Superintendent, Dellwood Hills Golf Club

These two words are changing our everyday means of communication with our employees. *No comprende* means you don't understand and more explanation is needed. Hispanic employees are becoming a big part of the golf course community and we, as managers, need to be able to communicate with them. Speaking their language and understanding their culture are two necessities to effectively manage a successful team. Getting your message across and having them fully understand it is important because too many times I've struggled with Hispanic employees misunderstanding our daily tasks.

In my quest to communicate the Spanish language to our team, I have come a long way from high school where I began learning it. Two years is all that was required of a foreign language to enroll in college. That is all I took too! I had no need to learn anymore for I wasn't interested in going abroad. My degree also didn't require any foreign language either, and I wasn't going to waste my money on a class I would struggle in. Where does that leave me now, as I search for help with the language? Who knew the impact it would have on my career? Fifteen years ago, I would have never guessed our industry would rely so heavily on Spanish speaking employees like we do. There are beginner classes offered through many community programs for speaking Spanish that prove to be helpful. Three years ago, I took advantage of one of these classes and it helped me get started.

My personal struggle with managing Hispanics is correctly relaying their daily tasks to them. Telling them is one thing, having them understand it is another. Getting your message across is difficult when your vocabulary is limited. I constantly rely on an English/Spanish dictionary to help with communicating. What you say and what they hear may be

two completely different things. A couple years ago we instructed a Hispanic employee to rotary mow the *pasto alto*, tall grass, on hole 14. What we meant was to mow the area in the rough where it was too wet for the large mowers to go. What he understood was to mow the tall grass on 14 and proceeded to mow an area we designate as no-mow. By the time we realized what happened, half of the no-mow area was mowed at three inches. It was a simple misunderstanding, and we were to blame because we didn't make sure he completely understood. This lesson taught me to follow up in a timely manner and to ask them to repeat their



Nate Uselding, bottom right, with his Dellwood Hills amigos.

task back to me. I will now go out and check up on them by driving by with a big smile and a wave. This way if they do have questions or if I see something not going smoothly, I can stop and try to have a conversation. The big smile lets them know they are doing a nice job and everything is going well.

Wouldn't it be great to have an interpreter on staff to help train your employees? Everything would be so easy. We don't have an interpreter at Dellwood Hills, but we do have a couple Hispanics who can speak English fairly well. When training an employee, I like to bring along an experienced Hispanic operator who

can also speak English. This allows me to explain all components of the task without worrying about anything being missed. Many times what I say in Spanish isn't accurate, and I am corrected by the other amigo. I like to follow the new guy around for the first couple of holes to ensure things are running smoothly before I let him off on his own and checking in once in a while. I also like sending another experienced operator over to see how things are going and then report back to me if they have any questions.

What can we do as managers? Here are some ideas on how we can alleviate the communication gaps between us and our workforce. Submerge yourself in their language, speak Spanish as much as you can even though you may fumble with your words. Ask questions all the time. Having your Hispanic crew teach you Spanish as you teach them English provides great trade-offs. You both learn something new and you get to know each other better. I personally learn more by writing daily jobs on the board in Spanish because I have to know the word and

know how to spell it. Not only do the community centers provide classes for Spanish but they also offer English classes. This would be a great way to teach and retain employees over the years and provide incentives at a real low cost. When I took my class through the community, it was less than \$50. There are books and CD's out there for us to try out; check your local public library for help. Also, at the national conference there are always classes on speaking and managing a Spanish workforce.

One day I will be a superintendent and manage my own Hispanic crew. I am preparing myself now for the issues that may arise tomorrow and learning how to provide a great workplace environment for my future employees. I've learned more in the last three years at Dellwood Hills than I did in my two years of high school because I am involved with it for over eight hours a day, five days a week. *No comprende* is still part of my vocabulary, however, it is not used as much as it was three years ago! These techniques explained above have proved to be successful in my journey to communicating and understanding the Spanish language.

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Tweaking Soil Fertility Through Paste Testing

By CRAIG PASKVAN
Paskvan Consulting

We all know that irrigation water plays an important part in your course's fertility program. Of course, minerals such as calcium, magnesium, sodium, carbonate, bicarbonate, chlorides and sulfur play a big part in what happens in your soil profile. However, whether your water is a "stripper" or a "precipitator" determines how soils will react to these minerals in solution. A soil test measures the potential in your soil, while a paste test will tell you what is happening right now in your soil solution and the interaction that your plants have with that soil solution.

Now would be an excellent time to tweak your fertility program by doing some paste tests. Paste tests provide you with an excellent tool in supplementing your soil testing fertility program. The paste test acts in much the same way as a tissue test, in that it is a snapshot of your fertility program at that point in time.

Here is how it works: Soil is taken from a particular spot on the course. It can be a green, tee or fairway. I like to use a

cup cutter for taking samples, as we need about a gallon of soil. Two cup cutter samples are usually enough for one paste test. I put them in a gallon freezer bag and mark the sample. For every freezer bag soil sample, one bottle of your own irrigation water is needed. Using your own irrigation water is the key to your paste test. If your water is interfering with your fertility program, using a lab sample of distilled water will not give you the results you need to make good and accurate decisions. The samples are sent to the lab where the soil and the water are mixed until they have a pancake batter consistency. The sample is allowed to sit for twenty-four hours. After the twenty-four hours are up, the water is drawn off the sample and analyzed. What is found in the water solution that was drawn off the soil is what is available to your plants in the soil solution.

So what do we see? The paste test measures the amount of bicarbonates in the solution, along with soluble salts, chlo-

rides and nitrate nitrogen. The paste test also provides information on sulfur, phosphorus, calcium, magnesium, potassium and sodium levels, along with the trace minerals. All these represent what is in the soil solution and available to the plant. The amount of nutrients and the ratios they are in gives us an excellent idea of what is available to the plant and what that plant is taking up. What this information does is give you the opportunity to adjust your fertility program to better insure the health and vigor of your turf. If we are not seeing the response from the fertility program that we anticipated, by using a paste test we can tweak that fertility program and make better changes to further improve your turf.

The paste test provides for you, the turf grower, another opportunity to receive better information to make better decisions.

(Editor's Note: Craig is an independent Brookside Soils Consultant/Agronomist.)

163 Yard Par 3 eighth hole at the Refuge Golf Club in Oak Grove, Minnesota.



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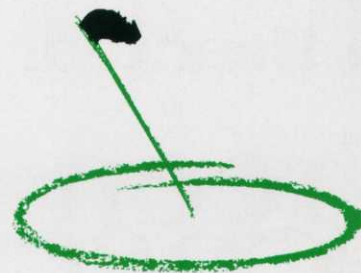
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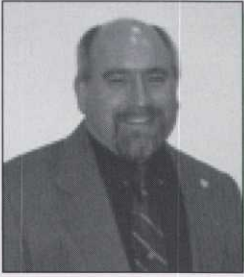
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Musing the Minutes

By RICK TRAVER, CGCS
Monticello Country Club



Well, how is everyone faring during this wet and wild spring? I have never been a strong proponent for global warming, but I am starting to jump on the global "what has happened to the average weather day" campaign. You just never seem to know what is coming next.

Quote of the day: When talking with James Gardner, CGCS about his winter down south, I asked him how he enjoyed his time down there. His reply: "It was nice to be in a place where every conversation doesn't revolve around the weather." It sure does seem as though weather dominates our lives sometimes.

Weather aside, we had a relatively short but productive Board of Directors meeting at Dellwood Hills on Monday June 13th.

Executive Director Scott Turtinen reported that unpaid past members have been deleted from the MGCSA mailing list. He also reported that, at this time, we are ahead of most years with paid memberships.

The MGCSA Turfgrass Research Benefit Week filled up all but 17 tee times. He has also submitted three names to be nominated to the PGA Hall of Fame. They would be Dr. Don White, Larry Mueller and Jerry Murphy, CGCS. Scott also reported that longtime member William Fisher had passed away in Florida.

Hole Notes editor Jack MacKenzie, CGCS reported that this issue of *Hole Notes* features an article about "Getting up to Code." That's something I am sure we all aspire to do; however, some of us have difficulty determining what we actually need to do versus what is actually legislated and how those legislations pertain to our industry. James Gardner, CGCS, as a representative from the Human Resources Committee, is in discussions with the Department of Labor to sort out some of those issues. We look forward to his report.

Paul Eckholm, CGCS reported that the state legislature stated that the minimum wage bill has been passed. Effective August 1 all businesses will have to raise their minimum wage to \$6.15, the exception to the rule are businesses with under \$650,000 in gross

revenues. Their minimum wage is \$5.15 per hour. He did mention to keep our eyes open, as we all know anything can get tacked on as a compromise to getting the budget balanced. Hopefully, this doesn't affect too many courses. I know personally I would have been in trouble with the \$8 per hour they were talking about when the bill was first introduced. I do feel for the full-timer making minimum wage, but maybe in the future they could talk about an exception for seasonal labor. If anyone has the ear of a legislator, try and put a bug in it.

Dr. Eric Watkins reported that the U of M discussed a new format for the Field Day on July 28. It sounds like they have a great program set up, so don't miss it. Dr. Watkins also touched on the New Strategic Positioning strategy that has been formulated at the U. It appears little in their department will be changed, but they may be under a different college. Check out last year's turf trials information on the U of M's website.

Well, I do hope the weather is good to everyone and that you have a stress-free, enjoyable summer. See ya next month!

Tidbits

Why do Superintendents syringe greens?

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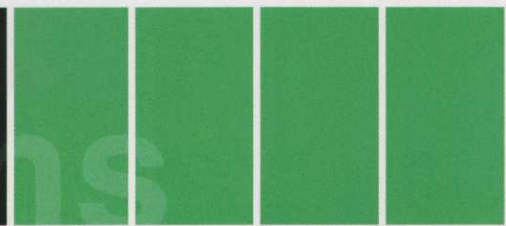
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Aerification Survey-

(Continued from Page 7)

We aerify just one time per year and that is usually around Sep. 20th. We use 3/4" tines going 3-3.5" deep with 2.5" spacing on a GA-60. Because the greens were constructed with an 80/20 mix, we bust up the plugs and drag the sand back in and remove only the thatch left behind. We also topdress after clean up of plugs to help fill the holes. We topdress every three weeks in the summer months. They recover by May 1.

When I started here two years ago the thatch layer was 3" thick and an anaerobic condition had taken effect causing black layer in almost every green. By using the 3/4 inch tines we can still see the columns of sand and have eliminated the black layer with increased air movement to the root zone. We compared greens that were plugged with 3/4" tines/2.5" spacing (about 7% surface removed) to greens that were plugged using 1/2" tines/2" spacing (about 5% surface removed) and the recovery was about two weeks longer, but were healthier the rest of the year.

- Eric Peters
North Links Golf Course
North Mankato

We typically aerify greens once per season about mid-September. We use 3/4" solid tines, 8-9" deep. We backfill with silica sand. I recover by mid April.

- Randy Allen
Tartan Park Golf Course
St. Paul

In a typical season I aerify my greens one time in April using 5/8-sized tines and back filling with 80/20 topdressing. I recover typically in 7-10 number of days to a condition similar to just prior to aerification.

- Joe W. Wollner
Ruttger's Bay Lake Lodge
Deerwood

In a typical year I aerify my greens once in April using 10-inch 1 sand peat mixture. I verticut in early April and again in June. I use 10 inch long 1/2 inch wide solid tines and fill with a mixture of 80-20 silicon sand and peat in September.

- Howard Madson
Mt. Lake Golf Course
Mountain Lake

In a typical season I aerify my greens two times: once on May 10 - or as soon as

they are growing well with 1/2 hollow tines and backfill with 100% mason sand and again on August 22 using 1/4" solid tines with kicker (verti-drain 7007 and topdress lightly with 100% mason sand. I continue to topdress lightly with 100% mason sand every two weeks throughout the growing season. I recover typically in 7 - 10 days in the Spring and 3 - 5 days in late August.

- Norma O'Leary
Silver Bay Country Club
Silver Bay

We deep-tine aerate (10") once a year, the first week of May, with 1/2 inch tines and back fill with straight sand. Recovery is usually 14-21 days. No linear aeration.

- David Wood
Oxbow Country Club
Fargo, ND

I aerify greens once a year in May with 1/2" deep tine. I sand greens before with strait sand. My recover time is 5 days. I aerify tees 2 times per year May & September, with Ryan GA 30 using 1/2" hollow tines. We recover 5-10 days. I leave holes open. I aerify fairways in September with 3/4" hollow tines we recover 10-12 days, I leave holes open.

- Jeff Vinkemeier
Glencoe Country Club
Glencoe

In a typical season I aerify my greens in early May and again in September using .3 and .6"- sized tines and back filling with straight sand. I do not linear aerify. I recover typically in 7-14 days to a condition similar to just prior to aerification.

- Donnacha O'Connor
Alexandria Country Club
Alexandria

In the spring I usually aerate the first week of May and use a 1/2 inch by 10 inch solid deep tine. I fill the holes with a 80/20 sand peat topdressing and my recovery time is about 3-5 days.

In the fall I usually aerate the Tuesday following Labor Day and use a 5/8 inch by 4 inch hollow tine. I remove the cores and fill the holes with a 80/20 sand peat topdressing and my recovery time is 7-10 days. At both aerifications I seed bentgrass at 1/2-3/4 lbs/1000sqft.

- Bill Gullicks
Bellwood Oaks Golf Course
Hastings

I aerify greens on the fourth Monday of April using 5/8" Coring Tines, Uni-Par Sand, completely filling all holes. Twenty-one days recovery at best

I aerify again on the fourth Monday of August using 5/8" Coring Tines, Uni-Par Sand, completely filling all holes. Recovery is usually 21 days.

We have used the gradon on occasion - 2mm blades, 1" spacing, 5/8 - 1" depth.

- Scott D. Austin, CGCS
Midland Hills Country Club
St. Paul

We aerify once per year, usually the last Sunday of August starting at 3pm. I still have enough staff left to accomplish this task. I use quad tines on a 2 x 3 spacing, drag cores, blow, topdress lightly, apply .75 lb N of ammonium sulphate and the water the beegeezers out of the greens. We skip mowing the following day, more water, roll the next day and more water, then on day three we mow at normal (.135) height. By Friday, we are completely healed for the weekend crowd.

We are a privately-owned 18-hole public facility with a \$235,000 budget.

- Kevin Clunis, CGCS
Tanners Brook Golf Course
Forest Lake

In a typical season we aerify our greens twice. We aerify in late April before leagues start and again in late August before Labor Day after league play ends. We also use John Deere 3/32" solid tines twice during the summer in late June and mid-July. We use fi" hollow tines, space setting of 2 with a John Deere Aercore 800 back filling with topdressing using a Turco Meter-Matic 3 at a setting of 3. We typically recover in 14 days depending on the weather.

- Sean McDonagh
Roseville Cedarholm Golf Course
Roseville

I aerate once per year using 1/2 or 5/8 tines backfill with sand. I then Hydroject aerate once per year. Usually takes 5-6 days for recovery from core aeration, returning to original condition in 10-12 days. Core aeration usually takes place end of May or right after Labor Day depending on schedule. Tine sizes are rotated every year.

- Todd Daniels
Fosston Golf Club
Fosston

(Continued on Page 19)

Aerification Survey-

(Continued from Page 18)

In a typical season we aerify our greens two times: once in mid-May and once in mid-late September. When aerifying we use 1/2" hollow side eject tines. We backfill both times with topdressing sand. We do not linear aerify. We spike and topdress every seven days during the season. Our greens completely recover within 1.5-2 weeks after aerifying. Our approach at the sportscenter regarding aerification is "compaction prevention." We try to prevent compaction before it becomes a problem. We also core aerify wall to wall in spring and fall. During the season on tees, fairways and sports fields, we slit aerify with 10" tines every other week.

- Jeff Reich
Victory Links Golf Course
Blaine

In a typical season I aerify my greens 2 times on the dates mid-May and mid-September, using 1/2" sized hollow tines and back filling with 95/5 topdressing. I also solid tine (Aerway fine tine) just after the greens heal in the spring. I recover typically in 14-21 number of days to a con-

dition similar to just prior to aerification.

- Michael Cohrs
Bluff Creek Golf Course
Chanhausen

In a typical season I core aerify my greens one time in late September with 1/2' open tines and backfill with 80/20 topdressing. During the Spring and Summer, I Hydroject greens once every 5-6 weeks to avoid aerification mess. Tees are core aerified twice a year, in the spring as needed and all in the fall with 1/2" open tines. Tees are topdressed as required again with 80/20 topdressing. Fairways are aerified at least twice a year with an Aerway aerator with shattertines. Roughs and traffic areas are aerated by the Aerway or Vertidrain as necessary. Problem areas are aerated using 1/2" open or solid tines as required. Recovery varies according to procedure, but I always fertilize prior to aerification to enhance repair of damaged surfaces.

- Greg Hubbard, CGCS
Manitou Ridge Golf Club
White Bear Lake

In a typical season I aerify my greens 2 times on the dates of mid-May and the first week in September. On both occa-

sions we use 5/8-inch hollow tines and harvest the cores. We follow-up by topdressing with (Plaisted) quartz sand at an amount that will generally fill most holes. Lastly, we brush in the sand and finish with a clean-up mowing. We topdress light during the remainder of the season a three week interval. (27 total greens, nine each week) Until this year, we had not done applications of linear aerification. This year we have had one linear application to date at 1/8-inch of depth. Green recovery is generally completed two weeks following the procedure.

- Bill Vollbrecht
Eagle and Glen Lake Golf Centers
Plymouth

In a typical year I aerify with 5/8 hollow tine in mid-May and backfill with sand on greens, tees and fairways. I quad-tine greens after Labor Day and 5/8" hollow tines on tees. End of October I use 1" solid tine 10" deep on greens. Every 3 years we use 1" hollow tines on greens 10" deep and backfill with sand.

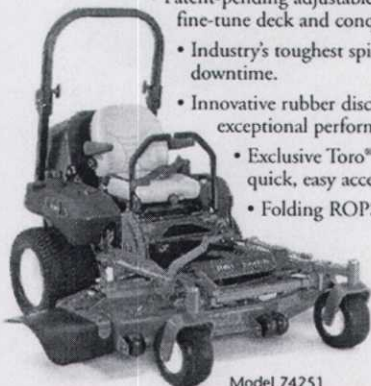
- Jim Nicol, CGCS
Hazeltine National Golf Club
Chaska

(Continued on Page 21)

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