

Length x Width x Average Depth
x 7.5 = Total Gallons. For area
treatment; Length x Width = Total
Surface Area.

As you can see there are many options
available to control Duckweed. And
remember, ponds are a lot like people,
they are all different. Not every
pond responds to the same treatment
program. It is important to keep
as much debris out of the pond as
possible and to monitor the pond on
an ongoing basis. Each pond has its
own issues that need to be addressed
to determine the most effective
treatment plan.



HERFORD □ NORBY

G o l f C o u r s e A r c h i t e c t s

Phone: 952.361.0644 Fax: 952.361.0645
e-mail: golfnorby@earthlink.net web: www.herfortnorby.com

Research at the U, Your Support Is Put To Work

Contributed by Roger Stewart CGCS, Chair RC Committee

One of the most active committees in the MGCSA is the Research Committee. Makes sense because providing funding for turf research is one of the key pillars that the Board of Directors uses to guide the association forward. This means that the Research Committee not only controls what research to fund, but also has the responsibility for raising a large portion of those funds each year. Our recent dues increase is funding used for member directed research or in other words; research that our membership tells us they need and want more information about. The Research Committee is also

responsible for raising funds through the MGCSA Research Scramble, MGCSA Rounds for Research and the gun raffles we have each year. Dr. Brian Horgan and his staff use those revenues to support the daily operation of the TROE Center at the University of Minnesota, as well as various requests for specific funding such as endowments, projects and proposals for research. In addition, a portion of the money raised at the MGCSA Research Scramble each year is used to fund scholarships granted by MGCSA each year through the MGCSA Legacy Scholarship program.

Currently we have three



Dr. Brian Horgan, center, receives a \$20,000 check earlier this year from Roger Stewart, CGCS, Chair of the Research Committee. From left to right committee members: Jeff Johnson, Chris Tritabaugh, Paul Eckholm CGCS Erin McManus Co-chair and Mike Manthy.



MGCSA sponsored Turf Technician Marion Gagliardi applies a growth regulator at the TROE Center. Thank you for your continued support of research at the University of Minnesota.

member directed research projects underway. They consist of a one year project on wetting agents, a multi-year project on winter damage protection and preparation as well as a two year project on growth regulators. We currently are wrapping up a five-year commitment to fund a graduate student endowment to support research at the University of Minnesota.

These are exciting times for turfgrass research at the University of Minnesota, and the MGCSA is poised to be at the forefront of opportunity as we look into the future. The Research Committee will be busy developing member driven projects, with your input, using email survey services as well as determining where our dollars will provide the best results and do the

most good. The possibilities really expand if the project at Les Bolstad Golf Course gets the go ahead in the near future. We want to be a part of the future of that project and a driving force for funding turfgrass research here in the state of Minnesota.

This year we have a robust committee made up of the following members: Roger Stewart – Chairman, Erin McManus Co-Chairman, Jeff Johnson, Chris Tritibaugh, E. Paul Eckholm, Jamie Bezanson, Mike Manthey, Brandon Schindele, Adam Murphy, Sam Bauer and Dr. Brian Horgan. I would be remiss if I didn't also mention the tremendous job our Executive Director Jack MacKenzie does providing administrative support to keep us on track.

Industry Insight

Doing Business Using Auctions

by Tim Gray, Fahey Sales

Doing Business Using Auctions

While auctions have changed significantly over the years, many people's perceptions of them has not. Reality television does nothing to dispel these perceptions. The growth of internet auctions and the reduction of small farms has

businesses have had to become more professional. The days of being large garage sales are over. International advertising campaigns, high tech software, Facebook, Twitter and on-line buying are the norm.

An example of this increased



caused a significant shift in the auction business. With this shift many auction services have either gone out of business or sold out to other agencies. The remaining

professionalism is Fahey Sales' recent move into a centralized facility in Glencoe, MN. The new facility utilizes the latest in auction software and electronic commu-



nications. Flat screen televisions in the showroom provide real time information on auctions in the outside portion of the lot. Part of the 32,000 square foot facility is a 12,000 square foot warehouse which offers the ability to conduct auctions in an enclosed facility.

All of this has created an environment where sellers can be more comfortable consigning higher quality equipment. Successful internet selling results require detailed equipment descriptions and information on maintenance practices. This not only benefits the sellers' bottom line but it also provides the buyer with products that they can be confident in purchasing.

The beauty of the modern day auction is that it retains many of the benefits that auctions have always offered e.g. skilled salespeople selling products; focus on a specific market, coupled with the global reach of the internet and first class advertising programs. The days of advertising in the local newspaper and hoping people show up on auction day have gone away along with many of the companies that have relied on that marketing method only. What is left are organizations that are skilled at bringing the most value available at the time for your item. If you haven't tried using an auction service to create profit from your items spend some time researching opportunities. You will be surprised at the possibilities.

On Board

Q&A with Members of the Board of Directors

Regarding the touted multi species rough, planted specifically for the US Open at Merion, does this penalty make sense to you, for golf and/or at your club?

Scottie Hines, CGCS, President MGCSA
Superintendent at Windsong Farm Golf Club

No. It does not make sense for daily play at ANY course. Merion was hosting the US Open, the toughest test in golf. I see a bit of mixed messaging with the USGA and the "While we are young" campaign. Play faster but have 5 inch rough?



Three inch rough is too much for even the better player. IMHO.



Bill Gullicks, Arrangement's Chairman
Superintendent Bellwood Oaks Golf Club

I was amazed by the rough at the U.S. Open, but also a little disappointed. The USGA Rules of Golf define a hazard as "a bunker or water hazard". Since when have roughs become a hazard. I know they were trying to make the course more difficult for the professionals, but for what reason. So a short golf course didn't give up some ridiculously low scores. Correct me if I'm wrong but fans like to see scoring. Look at other professional sports, rules have been changed so more offense is created. I would love to see a professional shoot four rounds under a 65.

With Bellwood Oaks being a public golf course, roughs much over two inches create issues.

Slow play because of lost balls would be the main one. The ability of our average golfer to hit out of it would be another along with the costs associated with maintaining roughs at higher heights. I know that we won't be penalizing our golfers anytime soon with roughs which should be considered a hazard. Oh, that's right they're not.



Dedicated to fighting evils,
StressGard™ Formulation Technology
never rests.

Protect your course with the most powerful technology out there. When it comes to overall plant health, Bayer fungicides with **StressGard™** Formulation Technology give you control when it matters most. We've developed these products to work at a cellular level, strengthening turf and fighting against evil stressors like heat, drought and traffic so you'll have the strongest, healthiest turf and happy golfers. **To learn more visit BackedByBayer.com/StressGard.**

Tartan® | Chipco Triton® Flo | Interface® | Chipco® Signature™ | Reserve®

Our five quality fungicides with StressGard Formulation Technology are proven to have preventive and curative properties against disease.

Contact Info:

Mike Kelly
Area Sales Manager
MN, IA, WI, NE, ND, SD
952-292-1966
mike.kelly@bayer.com
www.backedbybayer.com



Bayer Environmental Science, a division of Bayer CropScience LP, 2 T.W. Alexander Drive, Research Triangle Park, NC 27709. 1-800-331-2867. www.BackedByBayer.com. Chipco, Chipco Triton, Interface, Reserve and Tartan are registered trademarks of Bayer. StressGard and Signature are trademarks of Bayer. Not all products are registered in all states. Always read and follow label instructions carefully. © 2011 Bayer CropScience LP.



Bayer Environmental Science

Have a great story, picture article or something fun to share? Send it to Jack at jack@mgcsa.org. Who knows, it may just earn you a cool \$50!



Within the Leather

by David Kazmierczak, CGCS

Of all of the challenges of being a manager in the golf course industry, and there are many, perhaps

the greatest challenge is the management of people. People come in a variety of shapes, forms, colors and abilities. People also have an infinite variety of personalities, perceptions, habits, learning abilities, work ethics and responsiveness to a manager's way of presenting the job.

I think that is why it is so satisfying each year to look at the finished product at a golf course and realize that it truly takes a team effort from top to bottom to pull off a well maintained course. It takes tactical coordination from the manager through the ranks to the newest of laborers to get the job done. But it's not easy, and it takes a long time for a manager to hone his craft.

I have had the privilege of working for a couple of what I consider very good superintendents in my career, and some not so good superintendents. What set the good ones apart from the not so good was one simple thing: people management. All of them seemed to have technical ability. All of them could co-ordinate mowing schedules, fertilizer and pesticide applications and operate any machine in the shed. But not all of them could communicate, figure out what how to deal with a viewpoint not their own, or give their crew members solid direction while respecting they needed to succeed and

thrive. It is that ability that sets leaders apart from followers.

While I truly enjoyed working for the good ones, I learned more from the not so good ones. It was that exposure that helped make me the superintendent I am today. While I have to admit that I dreaded going to work some days for those guys, I used the poor decisions made by those superintendents as a guiding light to not make the same decisions when I was in charge. I always asked myself the question when I thought a situation was handled incorrectly: What would I have done or said if the problem or concern was on my shoulders? How would I have reacted in that very situation and what would the possible outcomes have been? Would I have made the situation better or worse?

Increasingly, I started asking those affected by the seemingly poor decisions made by the superintendent how they felt, what the situation was in their minds, and then run my ideas past them to see what their reactions were. Luckily most of the time my ideas were well received, and my prodding did not get back to the original guy who might have thought I was trying to somehow be subversive or underhanded. I just wanted to see if my instincts were right, and maybe try to smooth out a bad situation. That is a tricky process for a second or third in command, but sometimes it is warranted.

That's not to say I consciously advocate searching for a poor manager to work for just to learn what not to do. You can do the same thing working for a good superintendent as well. The opportunities to