

and their super to the benefits of a placement service for both. If the super is thoughtful enough, he will recommend this to the club and help them screen the applicants as they may apply. The only problem with using this service is that since the coverage is nation wide, applicants come from all geographic regions in the country. This could be bad in as much as someone from Arizona might not be able to cope with the problems on a golf course in Maine.

So ideally, whenever possible, the first place to start is with the local superintendents association. By attempting to locate someone from the local area, many problems are liable to be eliminated. We know from comparing our standard wage that since we are in a rather metropolitan area, our scale is much higher than a more rural situation. Therefore, if a man who is making \$7,000 in Podunk is hired in our area, for example, for \$9,000, a huge gain for him of \$2,000, he pulls our old average of \$12,500 way down because of his "increase". Who gains? No one, that's for sure. Of course, a super, if he is any kind of a person, should check around and be aware of the going wage in the area he is considering moving into. It surely seems a shame for one man to cause a lot of hard feelings just because he is interested in making a few more dollars.

A possible aid in this problem of job referral and placement might be handled by an executive secretary hired by the local association. Other matters that might fall into this job might be billings, newsletter ads, award buying, some public relation work and other items that are now delegated to association officials.

Some of the Northeastern associations have such a person they employ on a "part- time" basis Usually this person is involved in this line of work for his livelihood and does a much better job of handling it than a man here and there within the local chapter. The idea does bear some thought and any ideas, pro or con, will be welcome.

WOE IS ME!

The following article came from a past issue of the "Northern Ohio Turfgrass News" (date unknown) and was written by Jim Bishop, a reporter for the Youngstown Vindicator. The article has a rather "springy" air about it for this time of year and seems to demand some space.

LAMENT OF A BLADE OF GRASS

I am a blade of grass one inch tall and an eighth of an inch wide. Sometimes there are 50 of us to the square inch. And yet, few people admire us except with a brief glance. They step on us, cut us curse us drown us, turn us upside down and, on occasion, we brown off with neglect.

People expect the most from us with the least attention. They will nourish zinnias trim rose bushes, prune trees, edge hedges and mulch forsythia, but us? Comes spring and the man of the house just looks out the door and says: "Where the hell's the grass?"

We are supposed to be self-perpetuating. Well permit me to give you a short flash. Without us, you'dn't be here. The steak you eat is several million blades of us transmuted into a protein. How would you feel -- if you were as small and inoffensive as I -- and you saw the big wet ugly snout of a steer chewing his way down your street? We face it every day. With a slight shiver of course.

My ancestors and I hold your world together. Where would your topsoil be if it wasn't for us? It would blow away like brown talcum powder, that's what. There is lots you do not know about us We are a cereal, for instance. We belong to a large family called gramineae and if you totalled all of you, and all of the animals in the world, and all the trees and flowers, there would still be more of us.

Much more. So why be mean because we're so sommon? I mean, why? You spend hours in the evening crouching over flower beds. Let's face it, they can't do better than to bloom for a week or two. We're with you most of the year. Sometimes you deign to throw a little topsoil on us as though you were doing a large favor. All you get from the topsoil is weeds.

Watering us is usually a punishment chore. The kids come bounding out, grab the hose, glance at the hot sun, and give us the works. It's a once-over and grab - yours - while-it's-falling or you're dead. The kid drops the hose and runs back inside. And mowing? That's instant decapitation. The boys mow us as though they were giving themselves a haircut Right to the bone.

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And yet, to please you, we fight the chill of spring and autumn, the merciless sun of summer, the drenching drowning rains, the drought, fungus, weeds, nasty worms which become highly personal and the birds, which not only pick on us, but also wipe their beaks on our blades.

Have you ever been watered in the heat of the day? The sun magnifies itself in the drops of water clinging to your sides. This doubles the heat and honest injun, I damn near die. You drink with your mouth. Is it too much to ask you to remember that I drink with my roots? Water on top of the ground does me no good. Please?

I too come from good families and bad. You've heard of some of my relatives: Blue, Bent, Fescue, Red, Buffalo, Crested Wheat St. Augustine, Bermuda, Carpet Zoysia -- come to think of it I have a cousin named Knot There is Crab, Quack and an old Latin professor named Phragmites Communis, although we have never called him that to his face.

We try to keep politics out of it. Our job is to grow. Grow and spread. We make your house look good. Most of the time, we are neat and orderly but if we get carried away with enthusiasm and move into the drive all heck breaks loose. The man of the house doesn't mention it until the next punishment chore comes up.

We're his whipping boys. And girls He uses us to make others dislike grass He smiles with pleasure when his dog scratches his back on us. If there is any reincarnation, I just hope that guy comes back as a blade of grass. I'd like to be around to see it.

If he cuts his finger on the mower, it's major surgery. But if he backs the car out of the garage and mangles four or five thousand of us, it's not worth mentioning.

It's a lousy life, if you get the message. For the birds, but that's a cruel joke. I have a root system that is a masterpiece of lacy underpants, but does anybody ever look at it? Not unless I'm being spaded.

CONTRIBUTION

Ed Heath from Needwood Golf Club sent the following article both to us and to the National It is nicely done and he is the first one from our group to submit an article to them. The forms he includes are good and you might be able to utilize them if you have a need for something like this.

THE IMPORTANCE OF MANAGEMENT

By: Edward J. Heath

A man once looked out over the vast Grand Canyon and said, "My God something has happened here." Yes, something had happened. For millions of

years, nature, through the elements, pounded and ground the virgin soil to form this great wonder. Immersed in the pride of accomplishment looking out over your golf course, you realize it, unlike the Grand Canyon, did not completely materialize through nature. Other contributing factors influenced by your management ability have made it possible. Let us consider the following factors in achieving this goal: Planning training, directing, coordinating, and controlling.

First, for us to be proficient in our work we must plan. Planning improves with practice, and the more we plan the better we are able to organize the crew's work, as well as our own. Planning is a responsibility no man in management can escape. With the complexities we face today as golf course managers a long range planning program is needed. This program should be written down and concern all areas of the course over a years' period, so it can be run in an orderly manner. It should then be broken down and transferred into monthly, weekly, and daily facets of operations. This will tell you and the crew where, what, when, and how the operations will be carried out. These easy to follow forms have proved most helpful for us at Needwood. The monthly schedule is for the superintendent and the weekly schedule for the crew.

This type of planning provides us with our objectives on paper and by going over them with the crew, efficient teamwork can be employed. This way the schedule can be organized into a fluid operation without confusion and misunderstanding. Tell your men not only the how, but the why of their jobs. Another idea is to use those rainy days and winter months for classes explaining all the phases of maintenance. Not only will they benefit from them, but you will find yourself gaining new insights. Your men will become more interested in their functions and better understand the cycle of the relationship between what they are doing and why it is important. When they know the "why" they are better able to give their ideas. Remember, you can learn something from every man you meet. I have found these educational classes to work very well with some actually willing to devote their own time to attend.

Training is of the utmost importance in proficient management. The president of a large corporation does not have time to oversee all operations involved in his company. As it expands, more authority and responsibility is delegated down the chain of command. By training, you will be able to delegate authority and responsibility yourself, not only to your assistant, but to the entire crew. This will make for a better organized work schedule, and leave you more time to attend your tasks.