



**MID-ATLANTIC**

# News Letter



CHAPTER

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Mid-Atlantic Association of Golf Course Superintendents to aid in the Advancement of the Golf Course Superintendent through Education and Merit

Volume XXIX

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## Angie Wins GCSAA Outstanding Service Award

The GCSAA Executive Committee has voted to present Angelo Cammarota, CGCS, with the Golden Anniversary Outstanding Service Award. This award, based on Angie's contributions to the profession and personal achievements that have furthered the advancement of golf course superintendents, will be presented to Angie at the banquet honoring our 50th anniversary on September 13, 1976, at the Ramada Inn — Southwyck, in Toledo, Ohio. Arnold Palmer will be the keynote speaker at this banquet.

Congratulations on the well-deserved award, Angie from all the Mid-Atlantic Association of Golf Course Superintendents. Following is a letter Bill Emerson wrote on behalf of our Board of Directors which best explains why we love our Angie. Also we are publishing the accomplishments of Angelo Cammarota over the past years which have earned him this award.

Public Relations Committee  
Golf Course Superintendents Association of America  
1617 St. Andrews Drive  
Lawrence, Kansas 66044

Gentlemen:

The Board of Directors of the Mid-Atlantic Association of Golf Course Superintendents, at its March 16, 1976 meeting, discussed thoroughly the "Outstanding Service Award" that the Golf Course Superintendents Association of America will present at its Golden Anniversary celebration. The result of our discussion is that the Board voted unanimously to nominate Angelo Cammarota, certified Golf Course Superintendent at Hobbits Glen Country Club and All View Golf Club in Columbia, Maryland, for this award.

Angelo Cammarota, better known to people of the Green Industry in our area as Angie, has been an outstanding member of the Mid-Atlantic, serving in every elected position our Association has, since joining us in 1959. Angie has also maintained continuous membership in the Golf Course Superintendents Association of America and the Philadelphia Association of Golf Course Superintendents since 1946, his first year as a Golf Course Superintendent.

We in the Mid-Atlantic Association have long looked to Angie for leadership. Nothing he says is ignored because we know that he is totally dedicated to the advancement of our chosen profession. Angie is our voice when it comes to Golf Course Superintendent Association of America affairs because of his grasp of the facts and ability to present our views, be they popular or otherwise.

The Mid-Atlantic annually presents awards to members for their efforts on behalf of our Association. In 1968, we introduced our highest award, that of "Golf Course Superintendent of the Year". Angelo Cammarota was the first choice of the membership, no small honor considering the caliber of the competition.

To assist you with your very difficult task of selecting the recipient of the "Outstanding Service Award" we have enclosed a detailed profile of our candidate.

It states in Angelo Cammarota's profile that he was an

*(Continued on Page 2)*

## President's Message

What's happening to the attendance at our monthly meetings? I realize that we're into our critical time of the year but that's no excuse to shun our educational meetings. Whether we all realize it or not, most of the clubs which host our monthly meetings, require, in advance, the number of members and guests that plan to attend, this is in order to schedule the food and help needed. The return card arrangement has been tried but it hasn't proved too successful. Guessing on the attendance has worked occasionally, but this year it's flopped. It's not fair to the membership that their dues are used to pay for uneaten meals. Do we have to consider billing for ten meeting dinners when we send out our notices for the yearly dues? Should we bill in advance when we send the monthly meeting notice and not allow anyone attendance if they don't return the payment beforehand? These are a couple of the many possible avenues that your board of directors will be looking at during the next couple of months.

While we're on the subject of attendance, let's show our hosts, the Milligans, what it's like to attend a real country picnic, see ya'll there!

David Fairbank



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(Continued From Page 1)

organizer of the Maryland Turfgrass Council. The Green Industry people of Maryland know that without Angie we would probably still be without a Turfgrass Council. Angie not only organized the Council, he served as its first President for 1973 and 1974 and is still on its Board of Directors.

In closing, we would like to add that we're not quite sure whether Angie joined the Mid-Atlantic in 1959, or we joined him.

Respectfully submitted,

William J. Emerson

Vice President

On behalf of the

Board of Directors

Mid-Atlantic Association of Golf Course Superintendents

## Profile

by Angelo Cammarota

My introduction to the golf course maintenance field was through my father, who as a young immigrant found employment with my grandfather as a gardner on a large estate, including a nine hole course, in the suburbs of Philadelphia. His entire working years, from 1900 to 1946, was spent on several courses in the Philadelphia area, working as greens man, foreman, and finally as the greens keeper (1930 - 1946) at the Tavistock Country Club in Haddonfield, N.J.

My initiation into the field was during my final years in high school.

1931-1934 Employed as summer help under my father's supervision at The Tavistock Country Club.

1935-1945 Employed in golf course maintenance at The Tavistock Country Club, the last five years as an assistant to my father.

1946-1952 Golf Course Superintendent at Cooper River Golf Course and Iron Rock Country Club, Pennsauken, N.J.

1953-1958 Assistant to Manager of the bars and dining rooms at Tavistock Country Club (weekends & evening hours only). Daytime hours spent in managing my own landscape service



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# P.G.A. Championship August 9-15

## Congressional Country Club

Plans are now entering the final stages for preparation for the PGA Tournament. Volunteers (A or B members) for protecting the greens from 6-9 p.m. will be needed on the last four days of the tournament; Aug. 12, 13, 14, 15. This three-hour watch is all that is necessary of Mid Atlantic Superintendents time. Please contact Dave Fairbank; (club) 521-6807, (home) 281-2095 or Angelo Cammarota (club) 730-5962 if you can assist our board of directors.

We also need to help Warren get his greens cut with the loan of one of our experienced crew who can use a hand greens mower. The greens will be double cut in the mornings and evenings. Four to six cutters needed.

Our last request is for 18 grounds crew members to watch the greens during the actual play of the tournament to rake traps and repair ball marks.

These last two categories of help will be paid for all hours of work at their present hourly wage.

If you can spare one of your crew for either of the above jobs please contact Dave or Angie immediately. Further information will be provided to all our volunteers.

Class A or B superintendents who wish to watch the tournament can get in free. Wives can accompany their husbands for no additional cost. Children are not admitted free. Parking for tournament viewers will be \$3.00.

## Dates to Remember

- August 10, Annual Picnic — Gunpowder Country Club. See flyer this month for picnic information.
- August 12, Maryland Turfgrass Research and Equipment Field Day, Maryland Plant Research Farm, Fairland, Md.
- September 15, (Third Wednesday) Joint meeting with South Philadelphia, details to follow.
- November 12, Westwood Country Club, Vienna, Va.
- December 14, Election Meeting, Hillendale Country Club, Phoenix, Md.

Money will buy only things which are for sale, and happiness is not one of them. The two greatest rewards in life are love and achievement. All else is secondary.—  
F. Alexander Magoun

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## Do You Wear Gloves?

Do you wear gloves when handling pesticides? The persistence of pesticides on the hands of some occupationally exposed people was studied recently. It was found that chlordane and dieldrin have apparently persisted on the hands of a former pest control operator for at least two years. Methoxychlor, captan and malathion persisted for at least seven days on the hands of a fruit and vegetable grower. Parathion was found on the hands of one man two months after his last known contact with it. Endosulfan, TDE, Kelthane, *Dacthal*, Trithion, Imidan and Guthion may have persisted on the hands of some exposed workers from 1 to 112 days after exposure.

Think about this the next time you wonder if you should wear protective gloves!!

Kazen, C. et al. Persistence of pesticides on the hands of some exposed people. Arch Environ. Health 29 (6): 315-318, 1974.

Reprinted from University of Connecticut Greenhouse Extension Letter.

## Twelfth Annual Agronomy Awards Banquet Held at University of Maryland

The twelfth annual University of Maryland Agronomy Awards Banquet was held recently to pay tribute to outstanding students in the Department of Agronomy. Dr. John R. Hall III, Assistant Professor of Agronomy, served as master of ceremonies. Ms. Helen Jean Takle, President of the Agronomy Club, led the invocation.

Dr. James R. Miller, Chairman of the Department of Agronomy, presented the American Society of Agronomy's Outstanding Senior Award to HELEN JEAN TAKLE. She was one of the top three graduating seniors in the Division of Agricultural and Life Sciences and the College of Agriculture at the University of Maryland.

The Emmet Gary Scholarships of the Maryland State Golf Association were presented to MARK SCHLOSBERG, STEPHEN POTTER, AND JAMES W. MILLER, JR. by Mr. Alvin Dulcan, representing the Maryland State Golf Association, and Dr. Palmer Hopkins, Director of Student Aid at the University.

WILLIAM WHELIHAN was the recipient of the Maryland Turfgrass Association Scholarship. The presentation was made by Mr. David Hamilton, President of Maryland Turfgrass Association and Dr. Palmer Hopkins, Director of student aid at the University of Maryland.

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1959-1963 Golf Course Superintendent at Green Hill Yacht & Country Club, Salisbury, Md.

1964-1969 Golf Course Superintendent at Bonnie View Country Club, Baltimore, Md.

1970 Superintendent at Sunny Jim Golf Club, Madford, N.J.

1971-1973 Superintendent at Indian Springs Country Club, Silver Springs, Md.

1973-1976 Columbia Parks & Recreation Association, Superintendent of Allview Golf Club and Hobbits Glen Club (two 18 hole courses), Columbia, Md.

#### Education

1933 Graduated from high school.

1937 Attended short Winter Course in "Turf Management" at Rutgers University, New Brunswick, N.J.

1938, 1939, 1940, 1941, 1946, 1947, 1948, 1949 — Attended eight one week short wintercourses at Rutgers University, New Brunswick, N.J.

1950 & 1954 Short winter course in "Shade Tree Management" at Rutgers University

1953 & 1954 Home Study Course with California Landscape Institute in "Landscape Planning & Design".

1955 Short Winter Course in "Ornamental Horticulture" at Rutgers University.

1956, 1957, 1958, 1959 — Attended Winter Turf Conferences at Penn State.

1961 Completed Dale Carnegie Courses in Public Relation & Public Speaking.

1962-1976 Attended short courses in Agronomy and Turf Conferences (usually three or four each winter) at U. of Delaware, Virginia Polytechnic Institute, Penn State and Rutgers University.

1966-1969 Active in Toastmasters International in "Public Speaking and in Study and Practice Programs."

1940, 1947, 1953, 1960 through 1976 — Attended Turf Conferences of G.C.S.A.A. (Total of 20, with the last 17 years consecutively).

1972 Received G.C.S.A.A. Certification.

1975 Attended Management Seminar in Harrisburg, Pa. and Pesticide Seminar in Lancaster, Pa.

#### Professional Organizations

1946-1976 Golf Course Superintendents Association of America.

1946-1976 Philadelphia Association of Golf Course Superintendents.

1959-1976 Mid-Atlantic Association of Golf Course Superintendents.



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(Continued From Page 3)

- 1959-1976 Mid-Atlantic Association of Golf Course Superintendents:  
President — 1966 & 1967  
Vice-President for 2 years  
Secretary-Treasurer for 3 years  
Membership Committee for 3 years  
Educational Committee for 5 years  
Advisory Delegate for 4 years to G.C.S.A.A. National Conferences.  
Alternate Voting Delegate for 4 years at G.C.S.A.A. annual elections. Voting Delegate for 6 years at G.C.S.A.A. annual elections.
- 1972 An organizer of the Maryland Turfgrass Council:  
President of Board of Directors — 1973 & 1974  
Treasurer — 1975 & 1976
- 1968 Received the first Superintendent of the Year Award in the Mid-Atlantic area.

#### Other Activities

Was instrumental in revising and up-dating the Standard Contract Agreement for Superintendents in the Mid-Atlantic area as presented in Publications of the National Golf Foundation.

Served as Toastmaster at Annual Turf Conference Banquets:

Mid-Atlantic Conference (3 times)

V.P.I. Turf Conference (two times)

University of Delaware Annual Conference (one time)

Was a speaker at several Turf Conferences:

Mid-Atlantic Turf Conference (4 times)

Delaware Turf Conference

V.P.I. Turf Conference

U. of Massachusetts Turf Conference (1976)

I have also worked actively on the Board of Directors of the Mid-Atlantic Association:

1. To establish "Standard Budget Forms" & "Standard Employment Agreement".

2. For improvement of Benevolent and Educational Funds with guaranteed sums of 10% of dues income.

I am currently interested in a better relationship with the G.C.S.A.A. for a better understanding with the problem of the Mid-Atlantic's effort to improve the Benevolent and Insurance Programs. I am interested in updating the salary survey and in establishing a national survey of our profession with its needs of the future, in reference to over-saturation of men coming into our field. I would like to see better representation on the National Board of Directors from the local Associations, who are seriously concerned in matters of:

1. Dues increases.
2. Advisory Forums.
3. Industry Surveys.

4. Name Change to "Turf Managers".

5. Competing groups in local Equipment Shows.

Most important, I am interested in upgrading the profession of Turf Management to the level of the Club Manager, rather than compete with them or intruding into another professional's field.

I would like to see better Seminar Programs, relative to our needs of the future in Personnel Management and Public Relations, getting away from the basic subjects that are offered at our local conferences. I would also like to see an interchange of information, relative to problems in course maintenance with P.G.A. and C.M.A. through news media, magazines and professional periodicals.

Why have I maintained a keen interest in the future of our profession? At my age of 60, I have spent more than forty years in the field and 30 years in our professional association. My son is also in the profession — really the fourth generation, since my grand-dad had spent a few years on a nine hole golf course. So you have Cammarota on golf courses from 1900 to 1976 and on and on!



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## Getting the Job Done

The more freedom you give people to do their jobs the way they'd like to do them, the more satisfaction they'll get from their work.

Most managers are supposed to be a little smarter than other people and — in most respects — they probably are. But if managers insist on doing all the thinking for their organization, if everything has to be done their way, what's left for the people who work for them to be proud of?

How much personal satisfaction can there be in doing a job that is completely programmed where your muscles or brain are used to perform repetitive operations already planned and dictated by someone else?

There ought to be something in every job that's satisfying to the person who does it. Unfulfilled people can be just as serious a problem as inefficient methods.

Creating a climate that gives people some independence — without losing control — takes a lot of management skill. It also hinges on the content of a job and the judgment and ability of the person handling it. Here are some techniques of leadership which are used by many successful managers:

*Managing by objectives* — giving especially capable people a clear idea of the results you want to achieve and leaving the methods to them.

*Suggesting methods* — rather than dictating them — with the understanding that people are free to devise something better.

*Consulting people* — affected by a problem or a proposed change and asking their ideas — regardless of whether you think you need them or not.

*Enriching jobs* — by delegating decisions as far down the line as possible. If a worker is capable of being trained to make certain decisions intelligently, why have it referred to a supervisor?

If a supervisor is capable, why refer to someone above?

*Guiding your people* — to think of constructive suggestions you may already have in mind, rather than simply presenting them yourself.

*Eliminating needless rules* — and allowing people as much freedom and mobility as possible as long as they produce excellent results and don't interfere with others.

Leaders who successfully practice these things will enjoy excellent morale among their people. If it can be done — without losing control of the situation — they'll also get excellent results.

- It's not the hours you put into your work, but the work you put into your hours.
- The hardest work in the world is to do that which should have been done yesterday.
- Care may kill some, but "don't care" kills more.
- Keep up the good work — you're a bright light in a dark world.
- The only thing wrong with the world is the people.
- It is quite possible to work without results, but never will there be results without work.

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