



MID-ATLANTIC News Letter



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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

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Number 11

Are Your Methods Effective?

—Fore Front GCSA

Crew Training Techniques Matter

The kind of crew training a golf course superintendent does is the result of many decisions, conscious and unconscious. Are your training decisions still valid?

Your first decision is how much time and effort to devote to training. It involves several factors: How many people have to be trained? Have they had experience or are they new? Who will help with the training? What do you expect from your investment in training time? If you do a thorough job, will it help bring people back year after year, eventually reducing the amount of time you spend? Will thorough training improve your golf course management? Many superintendents think so.

After deciding how much time your training program should receive, the next step is deciding what to include.

Much of it is essential—how to operate machinery, what the terminology means, what needs to be done, and how — the basic information without which no one could do the job. But there is more — much more — to training a crew.

Have you considered asking the golf professional to talk to the crew about the play of the game and how it can be affected by maintenance procedures? How

about encouraging the crew members to play themselves? Understanding adds perspective.

Of the many things you teach, perhaps the most essential are those procedures governed by OSHA standards. How you teach them is up to you, but it must be done correctly, or you may face legal sanctions. Some superintendents test crew members after they have read each necessary manual, and require those who don't pass to read them again until they do. Some walk their people through the procedures. However you do it, remember that a recent court ruling stated that merely telling employees that the procedures and safety

(Continued on Page 2)

November Meeting

The November meeting of the Mid Atlantic Association of Golf Course Superintendents will be held at Westwood Country Club on *Wednesday*, November 10, 1976. Our host will be Tom Haske.

Carts will be available for golf which may be played anytime after 12 noon. Lunch is available in the grill room on the lower level by the pro shop.

Cocktails will begin at 6:00 pm and dinner will be at 7:00 pm.

Directions to the club: Beltway #495, to Vienna exit #123 South. Go about 3 miles on 123 and you will see the club on the right.



President's Message

I attended a retirement dinner recently in recognition of a very well liked and very knowledgeable Golf Course Superintendent. His club members and close friends showed their love for their Superintendent and he, as a man, by gathering in mass of over a hundred to wish him well on his upcoming retirement. I felt privileged to have been invited because I have always looked up to him as one of the more knowledgeable men in the area. Even though he hasn't been quite as active in the Mid-Atlantic recently because of health, he has maintained his golf course in the condition that would make any Superintendent feel proud. His presence will be missed not only by his club members but by his fellow Superintendents and friends as well. Even though he will be retired from his profession, I'm sure we'll be seeing much of him in the future.

Let's all wish Tommy Doerer health, happiness, and success in his retirement years.

David Fairbank

CREW TRAINING

(Continued From Page 1)

measures are in a manual and asking them to read it, is not enough.

It can make a big difference in your crew's attitudes if they understand what you are trying to accomplish — the big picture. How about sharing with them your philosophy of golf course management? Does your crew know what your club's philosophy is?

Public relations is something else you can teach. Do you invest time explaining how to handle an irate golfer who has just been syringed along with the 11th green? Do you teach courtesy? Even a friendly smile from a person on a mower may save you many minutes of apologies and explanations later.

Another thing to consider is that many crew members soon know what to do, but few know why they are doing it. Do your mower operators know the physiological reasons for changing the direction of the cut on



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greens, or do they know only that that's the way you said to do it? People are more cooperative about following exacting directions if they understand why.

Crew training is an ongoing process, not just a week or two of concentrated instruction. The superintendent who makes it a point to see and talk with each crew member every day shows that he cares about them as people and that he cares what they are doing.

People want personal recognition and they want to progress, to feel that they are part of the organization. Crosstraining, teaching one person to do many jobs, is one good way to allow a crew member to advance, while insuring that you always have trained people for all jobs.

It is helpful to encourage questions. Communication will stop altogether if employees discover that their questions aren't appreciated or taken seriously.

One way to offer the chance to progress is to send crew members to national, regional or local training conferences. They will return better able to serve you and your club, and they also will feel that something of value has been invested in them, so they will put forth more effort. You usually can recover the cost of the conference in saved training time alone.

On-the-job education can be viewed as a valuable fringe benefit for your employees — a benefit that costs nothing extra. It helps your employees gain knowledge, a chance to earn advancement and a feeling of self-worth, and it pays in work excellence and low turnover. Remember that as people gain in knowledge and experience, they want to request a job change, to advance, or to take on more responsibility.

Some superintendents fear that thoroughly teaching employees, especially assistant superintendents, threatens their own job, but many superintendents are justly proud of having trained talented people who became superintendents and moved on to other clubs. The proof of your own expertise is your ability to pass it on to others.

Whatever decisions you make about training your crew, you can be certain that they have long-range, as well as immediate, ramifications.

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"Turfgrass Bibliography" Available

A bibliography of turfgrass literature from 1672 to 1972 has been completed and is now available. It was compiled and edited by James B. Beard, Harriet J. Beard, and David P. Martin. For the first time, the turfgrass literature has been assembled in an organized reference format in one single publication. The Turfgrass Bibliography contains more than 16,000 references listed alphabetically on an author basis. These references are then cross listed in a subject index containing more than 40,000 entries. Included are scientific, semitechnical, and popular writings covering all phases of turfgrass science, culture, and management.

A limited edition of 1,500 copies has been published by the Michigan State University Press, a nonprofit organization. Financial assistance in publishing the book was given by the O.J. Noer Research Foundation, United States Golf Association Green Section Research and Education Fund, The Michigan Golf Association, and The Michigan Seniors Golf Association. Turfgrass professionals interested in purchasing a copy should contact Mr. Lyle Blair, Michigan State University Press, Harrison Road, East Lansing, Michigan 48824. Advance orders are being taken now.

The bibliography was compiled over a 10 year period

while the senior author was writing the textbook TURFGRASS: SCIENCE AND CULTURE. It should be a valuable reference source for scholars of turfgrass culture, private and commercial turfgrass researchers, teachers, adult extension workers, students of turfgrass culture and management, and practicing professional turfmen involved in the preparation of articles and talks concerning turfgrass culture and management.

Membership Changes

The following people have applied for membership in the Mid Atlantic Association of Golf Course Superintendents. Their names are being published here in accordance with our by laws. If no written objection is received within 30 days of publication of this newsletter, these people will become Mid Atlantic members at their requested classification.

Albert Trantzman, Jr. Signed by:
3227 Hewitt Ave. #302 David Fairbank
Silver Spring, Md. 20906 Michael McKenzie
Class D
Assistant, Army Navy Country Club

Michael Heinlein Sam Kessel
Class D Michael McKenzie
Assistant
Indian Springs Country Club

Harold Parr Sam Kessel
Superintendent Michael McKenzie
Woodlawn Country Club
Class B

William E. Meus Sam Kessel
Class D Michael McKenzie
Assistant
U.S. Naval Academy Golf Course

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GCSAA's 48th Turf Conference Readied For Portland

The Golf Course Superintendents Association of America will sponsor its 48th International Turfgrass Conference and Show February 6-11 in Portland, Oregon.

With over 150 companies filling exhibit space of 100,800 square feet in the \$8-million Portland Memorial Coliseum and Exhibit Hall, a record-breaking attendance of over 5,000 persons is expected.

"Turfgrass Management: A Synergistic Approach" is the theme of the conference, and its education program will focus on the interdependence and interrelationship among the many parts of golf course management. A total of 70 speakers from universities, industry, government and the ranks of the Association itself will present the most up-to-date information in the world of turfgrass management.

Heywood Hale Broun, famed sports writer and CBS television sports essayist and commentator, will be the keynote speaker of the conference. He will speak on "The Role of Big Games in Society."

Prior to the official opening of the conference, the Association will once again hold Certification and Recertification examinations and a series of seminars on landscaping, management, pesticides and turfgrass nutrition.

Other features of the week-long event are the association's annual meeting and election, tours of Portland-area golf courses, tours of the Oregon grass seed industry, a ladies' program and social events during the week.

Also, the 1977 GCSAA Golf Tournament will be February 3 and 4 at three courses on the Monterey Peninsula in California, including the prestigious Spyglass Hill layout.

For further information, contact GCSAA Headquarters, 1617 St. Andrews Drive, Lawrence, Kansas 66044, (913) 841-2240.

Dates To Remember

| | |
|-----------------------|--|
| November 10, 1976 | Mid Atlantic Meeting Westwood Country Club Note: <i>Second Wednesday</i> |
| December 8, 1976 | Mid Atlantic Meeting Hillandale Country Club Note: <i>Second Wednesday</i> |
| January 10, 11, 1977 | Mid Atlantic Conference Baltimore Hilton Inn Reisterstown Road Exit 20 of #695 |
| February 6 - 11, 1977 | GCSAA 48th Annual Turf Conference Portland, Oregon |

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MID ATLANTIC ASSOCIATION OF
GOLF COURSE SUPERINTENDENTS

ELECTION MEETING

Wednesday December 8, 1976
Hillendale Country Club
Mike Larson, Host

Slate of Candidates for 1977 -

President - William Emerson

Vice President - Samuel Kessel
Ronald Hall

Secretary - Angelo Cammarota
Wayne Evans

Treasurer - Virgil Robinson
Lee Dieter

Two Directors to be Elected for Three Year Terms -
Gerald Gerard
Kenneth Braun
Thomas Haske
Edwin Wilson

Respectfully Submitted,

Alex Watson
Paul Barefoot
Lee Dieter

Nominating Committee

Additional nominations for Officers and Directors can be made
from the floor at the December meeting.

Is Your Fertilizer Working?

Michigan; A Patch of Green
GCSA Newsletter

Are your fertilizers working? Maybe you should read the following:

Nitrogen transformations in soil as affected by the fungicides benomyl, dyrene, and maneb. A. R. Mazur and T. D. Hughes, University of Illinois, Department of Horticulture. Agronomy Journal Vol. 67 (6) pp. 755-758.

In this study the objective was to determine the effect of benomyl (Tersan 1991), dyrene and maneb (Dithane M-22 and Tersan LSR) upon the conversion of nitrogen in the soil from NH_4^+ (ammonium) to NO_3^- (nitrate). Nitrate is the form of nitrogen thought to be most readily utilized by the grass plant. Most slow release fertilizers initially release the nitrogen as NH_4^+ , and it must be converted by *Nitrosomonas* and *Nitrobacter* bacteria to the utilizable NO_3^- form. Therefore, primary interest was in the effect of the fungicides upon nitrification (conversion of NH_4^+ to NO_3^-).

High rates similar to those that might be found over a seasons application of benomyl, dyrene and maneb produced varying effects upon the rate of conversion of NH_4^+ to NO_2^- (nitrite) and NO_3^- . Benomyl applications had relatively little effect upon the rate of nitrification, and 4 weeks after application absolutely no effect was evident. Dyrene inhibited nitrification more than benomyl. Ammonium (NH_4^+) conversion was significantly reduced by all rates of application of dyrene. At the high rate of dyrene application it took 8 weeks to convert the applied NH_4^+ to ($\text{NO}_2^- + \text{NO}_3^-$). Whereas with benomyl and plots receiving no fungicide the comparable rate allowed complete conversion of NH_4^+ in 2 weeks.

Maneb produced the greatest effect upon nitrification causing conversion of the applied NH_4^+ to NO_3^- to not be complete 16 weeks after fungicide application. Maneb completely blocked nitrification.

From a practical standpoint these data might explain intermittent chlorosis noted after heavy applications of maneb to turf. These fungicides may create chlorosis by

effectively blocking nitrification and decreasing the supply of NO_3^- available to the plant. This slight chlorosis is acceptable from a practical standpoint because the fungicides provide very effective disease control.

Much fine research is being conducted on turfgrass throughout the United States in an attempt to increase our general understanding of how cultural, climatic, edaphic and geographic factors influence the turfgrass plant.

Continuous support of turfgrass research is essential to achieving increased understanding of the complex workings of nature.



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Eckhoff Moves to Florida

Harry Eckhoff, former Mid Atlantic Director of the National Golf Foundation has recently joined the National Headquarters staff in their new offices at 200 North Castlewood Drive, North Palm Beach, Florida, 33408. Along with his change of address, Harry sent a National Golf Foundation Golf Market Report, in which he has an active part as he edits and compiles the NGF Field Staff Notes.

Harry wishes to be remembered to all of his friends in the Mid Atlantic, and has asked that if anyone comes to Florida, please look him up in the new NGF headquarters in North Palm Beach.

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Trees Are Like People

by Ted Horton
Metropolitan New York Newsletter

Noting that "some trees, like human beings, just won't do well in your neighborhood—for no particular reason," Dr. Spencer Davis of Rutgers University addressed the members of the M.G.C.S.A. at the Pelham Country Club. His speech was presented with slides to illustrate "the care of trees and ornamentals on the golf course." Dr. Davis humorously noted that "trees are like people—they may come from seeds of the same parent but each of the offspring will differ from the other."

With the above in mind, Dr. Davis proceeded to discuss some of the numerous problems which we might encounter with golf course trees and ornamentals:

1. Trees will die if the soil is either too wet or too dry. In particular, many *Taxus* plants appeared to collapse this spring because of the heavy rains experienced in August and September of 1975.

2. Winter injury, especially on the south side of dark-barked trees was noticeable this spring. This is generally "because of extremes in day and night temperatures, during the winter (causing cambium injury or sun scald.) on the southerly side of the tree trunk."

(Continued on Page 7)

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(Continued From Page 6)

3. Soil pH is important. Remember that Taxus likes an alkaline soil whereas, Rhododendron, Azalea and Pin Oak require acidic soils. Often these plants are used together in the landscape requiring a compromise in soil pH. Dr. Davis further suggested that we not overlook the use of Iron Sulfate or Chelated Irons to achieve "green up" on some of the ornamentals.

4. In plant problem diagnostic work consider the possibility of "soil poisons." For example, if the needles of White Pine are brown on the inside but the tip is green, generally, a chemical such as Sodium Arsenite has been applied around the plant.

5. Natural gas will not kill plants. But, manufactured gas sent through the same utility lines during peak load periods will injure plants. If no other logical explanation exists for deterioration of a plant but there has been a gas leak up to 100 feet away—consider this possibility. "Gas can seep horizontally for a considerable distance through the ground trapped below hardpan until released near the plant in question."

6. Plants will often die near waste or landfill areas. The methane of soil gas produced from decomposition of waste can travel up to two or three hundred yards below the soil to injure or kill neighboring trees or shrubs.

7. Mechanical damage to trees was briefly reviewed by Dr. Davis. It was suggested that if a tree has the appearance of a telephone pole going into the soil we should examine for girdling roots. Dr. Davis urged that we not plant container grown plants as they often tend to have girdling roots at a later date.

8. In the past, nursery plants had roots wrapped with sisal and hemp. These products readily rotted once the plant was set in place. However, the failure to cut away all of the plastic materials used on root balls today will result in the decline of a newly planted tree. The roots are unable to penetrate the material to become established in the soil.

9. Air pollution has become a problem on trees and ornamentals. It was pointed out that we may find 5 to 7% of White Pines not doing well because it has been found that they are susceptible to ozone and sulfur

dioxide in the air. These pollutants result in what are called "chlorotic dwarf plants." Because the plants will never do better, they should be removed and replaced. An aldehyde pollutant is suspected to produce discoloration of Austrian Pines. Again, Dr. Davis noted, "each plant responds differently to these pollutants."

10. Wood preservatives can be a problem. Plants near wooden fences, railroad ties or other wooden products treated with preservatives such as pentachlorophenol or creosote may be injured by fumes from these materials.

11. Salt sprays on ocean side courses will kill the growing buds of plants. Usually, only the side of the tree facing the wind be affected, resulting in a peculiar one-sided plant. Roadside trees are "occasionally injured by salt used during the winter to remove ice from pavements. Roots are killed when the ice thaws and the water carries the salt to the area of the tree roots."

12. Infectious diseases were then discussed by Dr. Davis. Four categories are noteworthy:

A. leafspot diseases such as Anthracnose and Apple Scab can best be controlled with fungicides such as Maneb, Fore or LSR. Three spring applications of one of the above fungicides to Firethorn and Hawthorn will help preserve the berries, leaves and flowers.

B. powdery mildews of roses, maples and lilacs can be controlled with summer applications of Benomyl or Karathane. Zinnias should be sprayed with Dithane M45 plus Benomyl to preserve them till frost. Leaf Blight of Dogwoods and Flower Blight of Rhododendrons and Azaleas can be treated with Benomyl.

C. rust diseases of Cedar, Apple and Hawthorns should be treated with Ferbam, Maneb or Zineb.

D. soil borne diseases should be controlled by a soil sterilant such as Vapam before planting.

In summary, Dr. Davis emphasized that there are countless other causes for unhealthy trees but, most important of all, he noted, "that when we plant a tree or shrub—picture clearly what the plant will look like when fully mature."

Once again, thank you Dr. Davis for helping us to understand and better care for our trees and ornamentals on the golf course.



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News Letter

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