



Mid-Atlantic Association of Golf Course Superintendents NEWSLETTER



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1986 Meeting Schedule Opens At Historic Washington Golf March 11

The oldest golf course in this part of the country, historic Washington Golf and Country Club in Arlington, Va., will be the site of 1986's first meeting on March 11, and host superintendent Lee Dieter will be celebrating the start of his 26th year at the club, a rare occurrence these days.

Washington Golf was organized in February 1884 by members of the Metropolitan Club of Washington who had become interested in the sport newly imported from Scotland. Founders included Col. Henry May, the first president; British Ambassador Sir Julian Paunceforte; and other members of the diplomatic corps and U.S. Senators. Col. May and William Curtis of the British Embassy accepted an invitation to go to the St. Andrews course in Yonkers, N.Y., to play along with 30 other fledgling golfers in what was supposed to be the first U.S. Amateur Championship in October 1884. Reluctance on the part of some golfers to recognize the winner as national champion led to the formation a few months later of the United States Golf Association, and the Washington Golf Club joined the USGA in 1897 as the 13th member club.

The club's first course consisted of

nine holes on rented land in Rosslyn, Va., and it was forced to relocate in 1908 when the property owner decided to subdivide his land. The club then bought 90 acres at the present site on Glebe Road with a grand view of Washington across the Potomac River from Admiral Merion Preston Rixey, the Navy surgeon-general and White House physician. The admiral, who continued to live on adjacent land, laid out and planted a 18-hole, par-68 course for the staggering sum of \$1,800. Renowned architect Donald Ross is credited with making a number of design changes to the course during a visit in 1915, and these were incorporated in the early 1920's when architect William S. Flynn revamped the course and laid out the present 4th, 5th, 6th, 7th, and 8th holes on newly purchased land.

During his nearly 26 years of service as superintendent, Lee has supervised the reconstruction and remodeling of six of the course's greens and all of its tees, planting the first bentgrass tees on a prepared mix. His course was the first in the area to have a continuous cart path, and the rules keeping golf cars on the path are strictly enforced. Lee also carried out a tree-planting program under which hundreds of trees were placed around the course, including almost every variety that can be grown in this area. Along with George Thompson, he was the first in the Mid-Atlantic to oversee perennial ryegrass onto tees, aprons, and fairways. He has promoted the use of warm season grasses for many years, sprigging new varieties of Bermuda as they have become available. He plugged three areas in Meyer zoysia in 1984 and was among the first superintendents in the area to use a personal computer in his operation; inventories, budget, personnel records, and operating schedules are all on the computer.

The program for the March 11 meeting will include Dr. Joseph Duich of Penn State University and Stan Zontek,



Still smiling after 25 years as WG&CC's superintendent is Lee Dieter, newly elected MAAGCS vice-president.

USGA Green Section agronomist for the Mid-Atlantic region, discussing "Putting Green Speeds: Have We Gone Too Far?" MAAGCS President Jerry Gerard has urged members to bring their assistants to this initial meeting of the year.

Washington Golf and Country Club is located on Glebe Road in Arlington, just east of the intersection with Old Dominion Drive. Almost any approach to the club that gets you on Glebe Road, either from I-395 (Shirley Highway), Route 50, or Lee Highway will lead you there, but from the Beltway, the best route is to exit at Route 193 (Langley Exit), cross back over the Beltway and turn right at the light on Ball's Hill Road. After about a mile, you will reach the light at Old Dominion, where you bear left, going several miles until you reach the light at Rock Spring Rd.; turn left there and proceed a half-block to the club parking lot on the right.

The program for March 11 is as follows:

Golf — From noon on, if course is open

Cocktails — 6 p.m.

Dinner — 7 p.m. (cost \$20; coat and tie required)

Meeting — 8 p.m.

Reservations — Call 964-0070



Top, the second WG&CC clubhouse that was torn down in 1958 to make way for the present one; bottom, the original Glebe Road clubhouse that burned to the ground in 1936.

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Published by this Association to aid the advancement of the Golf Course Superintendent through education and merit.

Claud Corrigan, *Editor*
Joe Gambatese, *Photographer*

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President's Message

In this, my first message as president of the Mid-Atlantic Association of Golf Course Superintendents, I would like to take the opportunity to thank all the members of the association for electing me to this office. I will try to fulfill the duties of this position with the professionalism that this association deserves and can be proud of.

As most of you know, the national GCSAA conference and show were held January 27-February 4 in San Francisco, and if you were unable to attend, you missed an excellent and exciting conference. As always, the Mid-Atlantic had a good turnout of members who made the trip to the West Coast.

During the coming year, Educational Chairman Ken Ingram, with help from a new Board member, Lester Tanner, hopes to provide quality educational programs at our monthly meetings. One of the key elements in their success will be to get input and suggestions from the membership, particularly with regard to what speakers and topics you would like to hear in 1986. Any and all help you can give Ken and Les will be appreciated.

Our first regular monthly meeting of the year will be at Washington Golf and Country Club in Arlington, with Lee Dieter as our gracious host. This will be a special meeting, in that everyone is encouraged to bring their assistant superintendent to the meeting. Let's all make the effort needed to ensure the meeting will be a success. Please remember to register for golf and dinner by phoning our office at 301-964-0070.



Jerry Gerard, *President*

Jerry Gerard Heads MAAGCS For This Year

The annual election of the MAAGCS at the December meeting in Annapolis saw Jerry Gerard moving up to the presidency of the association for 1986. Lee Dieter was named vice president, George Renault remained at the secretary's spot, and Walter Montross was elected treasurer. Picked for three-year terms on the Board of Directors were Steve Nash and Lester Tanner.

Meeting Schedule 1986

March 11 — Washington Golf & C.C.,
Lee Dieter, host
April 8 — Chartwell C.C., Tom Walsh,
host
May 13 — Springfield Golf & C.C.,
Walter Montross, host
June 10 — C.C. of Swan Creek, Daniel
Rozinak, host
July 8 — Eisenhower G.C., Louis
Rudinski, host
August 12 — Bretton Woods, Jerry
Gerard, host
September 9 — Columbia C.C. (Tent.),
Ken Ingram, host
October 14 — Hidden Creek C.C., Dick
Gieselman, host
November 11 — Diamond Ridge G.C.
December 9 — Open

Performance Appraisal as a Management Tool

by Lester Tanner

The broad area of personnel management encompasses many subjects, including hiring and laying off employees, preparing job descriptions, disciplining employees, compiling employee manuals, and conducting performance appraisals.

Different supervisors have different policies of evaluating their employees, if, indeed, they evaluate them at all. Some perform them on the spur of the moment, while the employees are performing their duties. Other supervisors conduct evaluations in the relaxed atmosphere of their office. Any method is feasible as long as you, the supervisor, find it works for you in obtaining what you want from the employee.

It is probably best to write down what you expect from your employees, usually after you have had some time to devote thought to these objectives. Such ideas are not easily developed on short notice. Possibly, during the quiet days of winter or on an uninterrupted evening, a supervisor should put down on paper what he expects from each employee, ranging from absolutely essential items to bonus extras. For example, a greens technician should definitely know how to water and mow greens, rake traps, etc., the things necessary for him to perform his duties. An extra would be for him to be able to troubleshoot and repair turf maintenance equipment and golf carts. Once established, these standards should be presented to each employee so that he or she knows what is expected and what they should strive for. They should be made aware that if they perform duties over and above what is expected of them, they can expect added rewards.

In governmental operations and in most businesses, such evaluations are performed annually. Everything is documented, so if there are continuing shortcomings in performance, there will be ample justification for disciplinary action. The evaluation process also provides the employee with a chance to voice any concerns he has, which means the supervisor can point out ways these problems can be solved or personal goals can be achieved, if they are feasible. The occasion is an excellent opportunity for us to sit down and talk with our employees.

After all, personnel comprise the largest single expense as well as the most valuable asset on the golf course, and they deserve all the attention we can give them. Proper use of this management tool enables us to establish the standards we want from our workers.

A New Generation Of Growth Regulators

by Dr. Douglas T. Hawes

Have you been listening to or reading recent reports on the MH 30 (maleic hydrazide) replacements? I may just be showing my age with that remark. Embark (mefluidide) and Cutlass (flurprimidol), the latest "growth retardants," are truly plant growth regulators (PGR's).

Embark has been out a little longer than Cutlass, and there are some other PGR's available also. Embark is the one I'm most familiar with. Research with it at very low rates looks very exciting, and the cost is so low it is hard to believe. It's time you started to re-read the articles on these products.

Four to eight ounces per acre on *Poa annua*-contaminated fairways at *Poa* greenup in the spring either kills the *Poa* or stops most all seedhead production. Imagine fairways that didn't turn white in late May! You don't like the word "kills"? In that case, make sure you put on no more than eight ounces per acre. One more reported "benefit": better summer survival of *Poa annua* in the fairways.

These rates have been used less successfully on greens. There have been some severe losses, so be careful and make sure you get the rate correct. Best to stick to four ounces per acre if you have guts enough to do your greens. I'm still a little apprehensive about this use.

Of even more interest is applying similar rates in November. These applications have resulted in significant increases in the other cool season grasses in the stand with a very significant decrease in the amount of *Poa*. When sprayed in November, *Poa annua* appears to very, very slowly fade away.

(Doug also reports that he checked with Tee-2-Green Corp., using their 1-800-547-2055 number, about the rumor that Penncross would be unavailable. They give him a very firm denial, saying there was no chance that Penncross would be taken off the market in the next few years or even the more distant future. He suggests holding them to their word, in the absence of any good replacement.)

MAAGCS MERCHANDISE

A variety of golf shirts, sweaters, and golf jackets bearing the Mid-Atlantic logo are available. Contact Steve Nash for details.

THE SEARCH FOR BETTER GRASSES

by Patrick M. O'Brien, Agronomist
USGA Green Section, Mid-Atlantic Region

Every golf course Superintendent dreams of a grass which would better please his golfers and would cost less to maintain. In the past there has never been a national effort by plant breeders backed with millions of dollars necessary to develop the ultimate golf course grasses. Today, this most important research is now a reality.

In March, 1982, the USGA Turfgrass Research Committee was formed to guide the USGA's long-range multi-million dollar turfgrass research plans for the coming decade. The purpose is the develop minimal maintenance turfgrasses for golf with particular emphasis on a 50 percent reduction in water use requirements and 50 percent lower maintenance overall. In 1983 the USGA invited the Golf Course Superintendents Association of America (GCSAA) to join the research committee. The GCSAA is now an active and valued participant on the Research Committee.



The program is now almost four years old. From 1983 to 1985, over \$827,000 was spent on the project. In 1986, approximately \$440,000 is currently allocated to almost \$1.3 million dollars. Truly, the serious search for better grasses has begun.

The research program is divided into five main areas:

- 1) Stress Mechanisms
- 2) Turfgrass Research Library
- 3) Turfgrass Breeding-One
- 4) Turfgrass Breeding-Two
- 5) Cultural Practices

The first major priority was to develop a Research Reference Library. This is well on-track with over 6,000 entries now in the computer, and it is open for business to all in the turfgrass industry. The Library is at Michigan State University under the direction of Peter Cookingham.

Overall, the USGA/GCSAA Research Committee is very satisfied with the progress to date. There is agreement that the breeding and stress mechanism phase is going very well. We must constantly remind ourselves that new, improved turfgrass cultivators take a long time to develop — usually from 8 to 20 years — and we must not grow impatient.

In future up-dates I will cover how your club can participate, how to collect grasses at your club for the program, identify the researchers, more on the turfgrass library, news notes from specific projects, and how your suggestions and guidance as working superintendents are desired.

The development of improved minimal maintenance turfgrasses is a worthy goal for everyone — not just for golf, but for all who labor and are concerned with conservation and the environment. It is important for all who enjoy the beauty and recreation of the outdoors and what it has to offer our modern world. The first four years of progress indicate that we are well on our way toward that goal.

NEW MEMBERS

Vincent C. Hankley, Class A
Superintendent
TPC at Avenel

David L. Anderson, Class D
Assistant Superintendent
TPC at Avenel

Wallace Whetsell, Class D
Assistant Superintendent
Woodholme Country Club

Brian L. Dunn, Class D
Assistant Superintendent
International Country Club

HANDICAPS NEEDED

MAAGCS members who plan to play in association tournaments this year should arrange for a USGA handicap card. The pro at your club will probably be glad to put you into the club's handicap program, and entering 10 scores will produce a valid handicap. Eventually, 20 scores should be accumulated, and the low 10 will be used to figure your handicap. Using "estimated" or outdated handicaps is not fair to your fellow competitors.

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