

Turfgrass Matters



August 1990, vol. 43, no. 6

Mid-Atlantic Golf Course Superintendents Newsletter

Bill Neus to host MAAGCS Annual Picnic at Hobbit's Glen Golf Club

Hobbit's Glen Golf Club is a semi-private facility in Columbia, Md. It is part of the Columbia Association which also owns and operates 22 pools, three tennis clubs, two athletic clubs, one indoor ice rink, and the Columbia Bus System. CA (as the company is affectionately known) maintains 2,000-plus acres of parkland and other community services too numerous to mention. It is the largest private, non-profit recreation corporation in the country.

The course, opened in 1968 and designed by Ed Ault, serves 52,000 18-hole rounds annually. So as you might imagine, traffic stress tends to be our biggest problem. There are four sets of tees measuring: blue—7126, white—6789, gold—6212, red—5463. The greens average 6,000-plus square feet and are mowed six times per week at 3/16". They receive 6 lbs. N, 2 lbs. P, 6 lbs. K per year. A TGR program started one year ago followed several years of Turf Cal applications and there is still too much poa.

Fairways are mowed with a 450D, three times per week at 3/4". They are primarily ryegrass and receive 3 lbs. N per year.

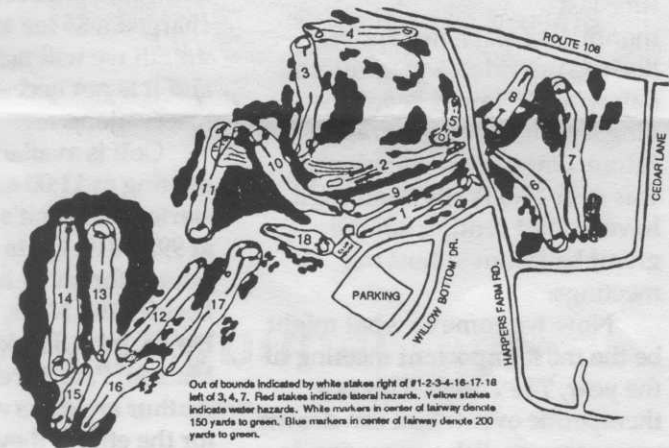
Most tees are ryegrass with some consisting of Zoysia. The Zoysia has generally done very well under the heavy traffic until this year. With the cold spring, it was very slow breaking dor-

mancy and in a few areas is still very thin and recovering.

The biggest challenge at Hobbit's the last several years has been the seemingly unending construction and changes to the course due to development in and around the area. Three new greens have been built, two fairways moved, tee enlargement never stops, traps are being renovated, paths are constantly being installed and the list goes on and on. One day I'll know what it is like to just maintain a golf course. Dealing with developers day in and day out has been a very discouraging experience. I wouldn't wish it on my worst enemy.

I was fortunate to build a new maintenance facility last year. It is located very close to the picnic site and I would encourage anyone who is interested to go down and look around. We're very proud of our new home.

This is always a great evening of fellowship (or crying on each others' shoulders). So Hobbit's is ready to throw the biggest bash yet. **Don't miss it.**



Out of bounds indicated by white stakes right of #1-2-3-4-16-17-18 left of 3, 4, 7. Red stakes indicate lateral hazards. Yellow stakes indicate water hazards. White markers in center of fairway denote 150 yards to green. Blue markers in center of fairway denote 200 yards to green.

DIRECTIONS

From Baltimore: Take 70 west to Route 29 to Columbia. Turn right (west) on Route 108. Go approximately three miles to Harpers Farm Road and turn left. Then take first right on Willowbottom Drive. Go several blocks to club on right. **From Washington:** Take 495 to Route 29 north to Columbia. Go west on Route 108 and continue as described above.

Golf Notes

The annual picnic will be on Tuesday August 14 at Hobbit's Glen at 4:00 p.m. Families are invited. Guests are also welcome; their fee is \$5. There will be no speaker and reservations are not necessary. Golf is available beginning at 11:00 a.m. Call the starter (997-9810) or the pro shop (730-5980). Carts are \$10 per person for an 18-hole round.

President's Message

It was certainly a treat to sample the Eastern Shore hospitality for a second time last



month. Jim McHenry and Caroline CC provided a magnificent day with Dr. James Beard mapping a path to our turfgrass future. Once again attendance was over 100. Pretty soon we'll have to start renting out the grand ballroom to host our meetings.

Now we come to what might be the most important meeting of the year, *The Picnic*. This is a therapeutic event. You can drown your sorrows, lick your wounds, try to tell a bigger lie than the next guy, give a count of your crabgrass (if you have calculation big enough), or just forget the golf course for awhile and enjoy crabs, corn, ribs, burgers, hot dogs, clowns, swimming, beer, soda, etc., etc. The festivities start at 4:00 p.m. If you prefer to play golf, tee times start after 11:00 a.m. Call the day before for a time.

Where else can you get all this for free? Don't miss the best of the summer at my place, Hobbit's Glen.

*Bill Neus, C.G.C.S.
President*

Bits and Pieces

○ Bill Neus has graciously agreed to host the annual picnic this year on Tuesday, August 14. The festivities begin at 4:00 p.m. Wives or girlfriends and children are encouraged to attend, but don't invite both your wife and your girlfriend. Guests are also allowed. However, guests will be charged a \$5 fee at the door. This month we will not have a speaker and it is not necessary to make reservations.

Golf is available on the 14th starting at 11:00 a.m. Call the starter at Hobbit's Glen Golf Club at 997-9810. Carts are \$10.00 per person for an 18-hole round. Besides Bill Neus, Ben Stagg, Dick Doyle, John Strickland, Lynn Matson, Paul Barefoot, and Rhys Authur are deserving of thanks for the efforts they have donated in making this picnic possible. Special thanks to Ken Ingram for agreeing to slave over the hot grill, although he doesn't know about this development yet.

○ John Woodson from Monsanto will be on hand on the 14th to show those who are interested several fairways that have been treated with Demension.

○ Five skins were won at the June meetings at Caroline Country Club. Jack Montecalvo, Gary Mitchell, Earl Mason, Nick Vance, and Steve Cahoon each received one skin. Thanks to Jim McHenry for hosting a wonderful event.

○ The John Deere Championship Golf Tournament will be held at Maryland Golf and Country Club in Bel Aire, Maryland on Tuesday, September 18. (Donn Dietrich is the Golf Course Superintendent.) Teams will compete for

prize money, gift certificates, and use of John Deere turf equipment at your golf course. The winning regional team will advance to the National Championship to be held in Palm Springs, California on November 13-18. Finch Golf and Turf will donate 10% of the entry fees to the superintendents association with the most members participating. The entry fee is \$200 per team.

Teams are comprised of a superintendent, a general manager, a golf professional and a club officer. The field will be limited to the first 32 teams which respond. Call Finch Golf and Turf at 1-800-445-5119 (in Maryland) or 1-800-233-7404 (outside Maryland) if you have any questions.

○ A two-man team format will be played at the September meeting at Leisure World Golf Course. Scott Wagner is the Golf Course Superintendent. Further information will be forthcoming in the next few weeks.

○ The Maryland Turfgrass Council Golf Research Tournament will be held October 16 at The Suburban Club in Pikesville, Maryland. This event will include lunch, golf, and dinner. Only in its second year, this tournament has already acquired the reputation of being a first class event. The tournament proceeds fund the research done by Drs. Turner, Dernoeden, and Carroll at the Turfgrass Research Facility. Bob Miller is the Golf Course Superintendent at The Suburban Club.

○ Ladies Night will be held on Friday, November 9 at the Indian Spring Country Club. Look for details in the coming months.

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Job Descriptions: how they work for you

This article is abridged from one which appeared in the January/February 1990 issue of Turf and Recreation.

No management tool is potentially as powerful as job descriptions, yet they are frequently neglected by organizations. Here are a few of the major benefits.

Team building:

Many employees have no team orientation. Asking employees to evaluate others' job descriptions stimulates understanding and appreciation of co-workers' roles.

Work simplification studies:

A job description can increase efficiency by revealing how much time is spent on each phase of the work.

Employee motivation:

Job descriptions clarify the company's expectations and priorities and give insight into sources of intrinsic job satisfaction. Management can tout the rewards of certain tasks and address the problems associated with those tasks lacking satisfaction.

By identifying tasks with high negative outcomes such as fatigue, boredom and stress, management can redesign the tasks to reduce the negative outcomes.

Change in work design:

Job descriptions are especially useful in times of rapid change. They

- provide a record of work during change
- help in the planning stages

- provide continuity from one period to the next
- help prevent key tasks from being lost or misassigned
- help minimize chaos and ensure that tremendous imbalances and inequities in workloads do not become the norm.

Non-pay rewards:

Job evaluation procedures, which use job descriptions, help establish equitable wages and salaries. But job descriptions have perhaps even more potential for determining the benefits that should go to job incumbents.

Aiding employee outplacement:

Facilitating the orderly termination of employees can be vital for maintaining morale and the employee and public relations images of the company. Job descriptions will give the personnel staff access to vital information, necessary to

- help departing employees prepare resumes
- provide written and oral references
- give information to future employers seeking employees with particular experiences.

Job specifications:

A job description is the key to selecting the best candidate by ranking key skills for a position.

Strategic control point:

Using job descriptions allows managers to minimize the cost of control by focusing on the critical dimensions of the job.

New members

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