



The Year In Review 2009

by Brad Park



Fall at Monmouth Park Racetrack



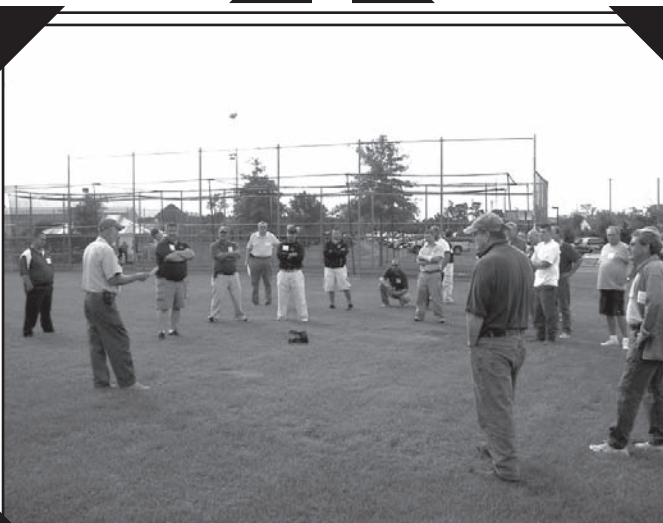
Differences among Kentucky bluegrass varieties, Hort. Farm II, Rutgers



Spring Field Day, Kingsway High School



Trade Show at Rutgers Adelphia Summer Field Day



Fall Field Day, Monroe Township

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References Available Upon Request

2010 CALENDAR OF EVENTS

STMA Annual Conference 2010

January 12-16, 2010
Sports Turf Managers Association
Orlando, FL
1-800-323-3875
www.stma.org

Three-Day Athletic Field Construction & Maintenance

February 16-18, 2010
Understanding Synthetic Fields
February 23, 2009

Options for Organic Turf Management & Reduced Pesticide Inputs on Sports Fields
Thursday, February 25, 2010

Baseball/Softball Infield Skin Construction & Management

March 10, 2010
Rutgers University-Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271
www.cpe.rutgers.edu



NJRPA 35th Annual Conference & Exhibition

February 28 – March 3, 2010
NJ Recreation & Parks Association
Trump Taj Mahal, Atlantic City, NJ
732-568-1270
www.njrpa.org



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SFMANJ Field of the Year Contest 2010

Lacey Township Soccer Field - SFMANJ's Field of the Year 2009

ELIGIBILITY:

- Must be a current member of SFMANJ
- Only school and parks/recreation fields are eligible
- Must be a natural grass field/fields

AWARD WILL BE BASED ON:

- Playability and appearance of the playing surfaces
- Description of your maintenance program and what you did to improve your field
- Description of your yearly budget for this field
- (Sports groups may be used in your photos)

AWARDS:

The winner will be honored with a plaque at the New Jersey Turfgrass and Landscape Conference & Expo in December, 2010 and will be featured in an article in SFMANJ's "Update" newsletter.

The winner will also receive a two-night stay at the Trump Taj Mahal, Atlantic City and three full days of education and trade show admission at Expo 2010.

SUBMITTING YOUR ENTRY:

- All entries are to be submitted by mail or e-mail and must be received by September 30, 2010.
- Entries are limited to 10 color photos. Please include the name, location and owner of the facility, along with your name, position, and contact number.

Mail Entries to:

SFMANJ 2009 F.O.Y. Contest
P.O. Box 205, Pennsville, NJ 08070

OR E-mail to:
mail@sfmanj.org

Call for more info:
856-514-3179

website: sfmanj.org / e-mail: mail@sfmanj.org



Lacey Township Soccer Field - SFMANJ's Field of the Year 2009

Photos will not be returned and may be used on SFMANJ website and promotional settings

Looking for success? Look no further than ... **YOUR STAFF!**

By, *Sports Turf Managers Association (STMA) Editorial Staff*

Your staff has a significant impact on your success. The work that they do is a direct reflection on you, your ability to train, to motivate and to lead. Reaching the goals of your facility is only possible through good management of your people and their continued development. To make sure you are fully embracing the talents of your staff, use these simple techniques.

Top 10 Strategies to Engage Your Staff

1. Seek input and listen.

Your staff is a great resource for ideas and improvements. Asking for their opinions and solutions to problems, truly listening to them, and implementing as appropriate, strengthens their commitment to you and to their job. Involving your staff in decision making builds loyalty and improves retention.

2. Set expectations.

Clearly and consistently set expectations for each employee through jointly written performance objectives. Good performance can't happen if they do not understand what you expect. Reinforce your expectations verbally.

3. Provide continuous feedback.

Praise accomplishments, large and small, and for those projects that weren't as successful, use them as learning experiences to find out what could have been done differently. Don't wait until the end of the year at performance time to express dissatisfaction.

4. Show appreciation.

Just say "thank you!" When you reward and acknowledge good behaviors, you get more of the same. Publicly acknowledge your staff for doing a good job, and look for other ways to reward their efforts. According to a Harris Poll, the top three satisfaction drivers for employees are control over their work; the opportunity to use their talents and skills; and recognition and appreciation.

5. Be accessible.

By being visible and available, you send the message that you are part of the team and are ready to support their efforts to get the job done.

6. Train, Train, Train.

Training in the correct procedures and equipment use is critical to getting the job done right, but also for health and safety reasons. The continuous upgrading of skills also provides employees with the means for promotion. Consider training opportunities in areas outside of their core responsibilities, such as in writing skills, public speaking, customer service, business management, etc. You and your facility will reap many benefits from improving their "softer" skills.

7. Empower your staff.

Give them as much information as possible about what and why, and allow them to make decisions appropriate to their work.

8. Provide a safe and comfortable working environment.

Don't expect employees to use outdated or faulty equipment. With anxieties at an all time high regarding increased terrorist activity, make sure you have emergency procedures in place to protect the workforce in the event of an attack, and ensure that every employee is aware of these procedures.

9. Treat with respect.

Respect and accept each person as an important member of the team.

10. Inspire your staff.

Be a coach and a cheerleader. Be sure your boss knows about the good work they do. When you help them succeed, you succeed.

Sports Turf Managers Association (STMA), Lawrence, KS.

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The Sports Turf Manager as a Crisis Communicator

Continued from page 6

Crisis Example and Response

Situation: You have a major event that is being hosted in your stadium the next day. As a set of temporary bleachers is being installed, they collapse and your assistant has been critically injured. A reporter is at the stadium asking what happened and why, and if the event is taking place.

Your first response must show concern for the worker and his family. "Our first concern is for Joe Smith and his family. Joe's safety and the safety of all of our workers is always our top priority. What we do know is that a temporary set of bleachers being installed here at King Stadium collapsed about an hour ago. Joe has been taken to Mercy Hospital."

So far, we have cordoned off the area to protect the public. A team of OSHA inspectors are on their way. We'll cooperate in any way to find out what happened. We have also called in a

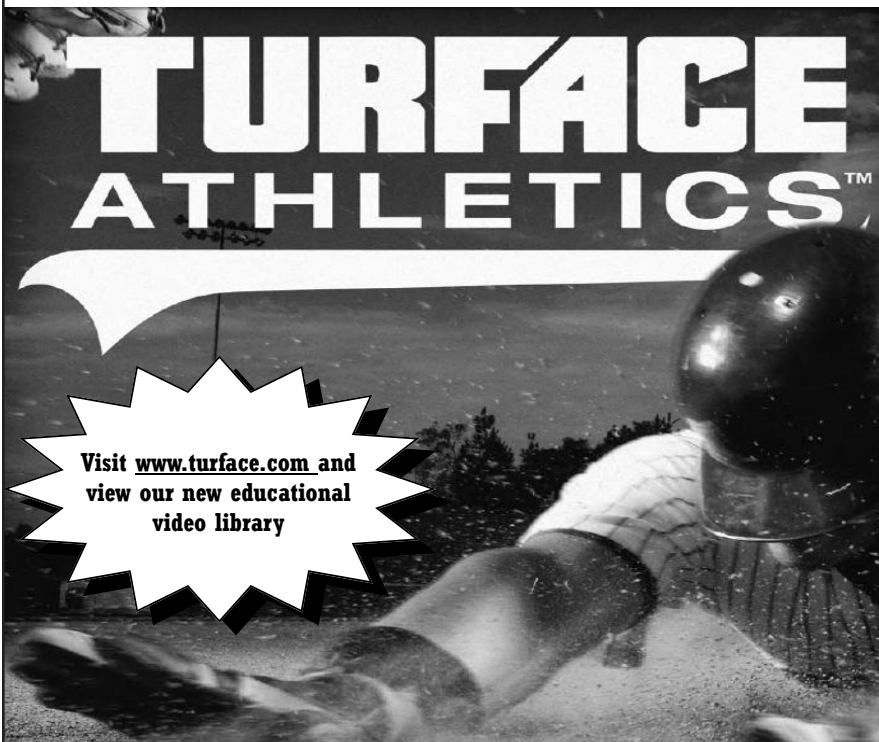
safety engineer to help. We will be able to tell you more about the accident after OSHA and our safety engineer has evaluated the situation.

Your response to whether or not the event will be held the next day depends upon your management teams' decision. If you are going ahead with it, you need to respond with how you are insuring fan safety: "We are going ahead with the concert tomorrow; however to insure the safety of our rock fans, we will be limiting the seating to the built-in seats in the stadium grandstands and offering on-the-floor seating in the end zone." If you are not going ahead, "We will not be holding the concert tomorrow. Fan safety is paramount and until we know why the bleachers collapsed, we will not be holding any events."

We appreciate the help of the city's emergency response team. I'll be glad to talk with you again when we know more.

Sports Turf Managers Association (STMA), Lawrence, KS

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Question and Answer with Rutgers University

(continued from page 8)

Q: I am having a problem with annual bluegrass on my main football field. We have always had it in a few spots but this year it just took over the field and it died off about a month ago. Naturally everyone is in a tizzy over it because our field always looks good. I've heard you speak on the subject a few times so that is why I am reaching out to you. If there is any advice or literature you have and can send to me I would really appreciate it. I really need some help.

A: Currently, there are no practical chemical options to address annual bluegrass on football fields, particularly given the need to continually apply seed to the heaviest trafficked sections of the field (i.e. between the hash marks). Keep an eye out for the registration of Tenacity Herbicide for sports fields. It's currently available for sod farms and golf courses and will provide preemergence control of annual bluegrass AND allows some seeding flexibility.

In the meantime, I suggest seeding the sections of the annual bluegrass-collapsed sections of the field with perennial ryegrass. A gray leaf spot resistant blend of three to five varieties would be appropriate. Don't simply buy a 'Sports Turf Mix' - buy a blend of 100% perennial ryegrass. It's important to get these areas established with perennial turfgrass cover (i.e. perennial ryegrass) before the annual bluegrass re-encroaches (either from seed or from existing plants which have collapsed, formed a void, and appear 'dead'). Any targeted core aeration, core re-incorporation, and slit seeding of perennial ryegrass will aid in the establishment of perennial ryegrass in these locations. Try to seed at 8.0 to 10.0 lbs seed per 1000 sq

ft. As the football season continues, use a rotary spreader to apply more perennial ryegrass seed and allow the athletes to cleat-in the seed. You may even want to seed at the conclusion of the season.

Q: We are interested in receiving advice regarding a baseball infield that has been neglected for years. It is a dirt infield and we would like to put down a grass infield. Any suggestions on where to start?

A: Although not as aesthetically pleasing as a turfgrass infield, dirt infields are generally easier to maintain and, in most cases, are the most appropriate for municipal/parks and recreation facilities. Turfgrass infields, while appropriate for higher-maintenance facilities, often develop lips rather quickly due to mismanagement, a lack of management, or both.

Generally, neglected skin surfaces most benefit from lip renovation/removal and a management program that involves the elimination of high and low spots through routine grooming (without moving infield mix into nearby turf areas), attention to the pitcher's mound and home plate areas, and the avoidance of adding infield mix on an annual basis - which gradually raises the infield elevation relative to the surrounding areas.

Dr. James Murphy is Extension Specialist in Turfgrass Management, Rutgers University; and SFMANJ Advisor. Brad Park is Sports Turf Res. & Ed. Coord., Rutgers University; and Editor, SFMANJ Update.

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wrote **Dann Daly**, Park Maintenance Supervisor,
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