

# UPDATE Sports Field Managers Association of New Jersey

Winter 2011  
Vol. 11, No. 4

P.O. Box 205, Pennsville, NJ 08070 • 856-514-3179 • www.sfmanj.org • e-mail: mail@sfmanj.org

## A Message from The President

By Don Savard, CSFM, CGM



"AUT VIAM  
INVENIAM AUT  
FACIAM"

translated from Latin:

"I SHALL EITHER FIND A WAY OR MAKE ONE." Hannibal.

**T**his phrase (attributed to Hannibal) supposedly was his response; when his generals told him that it was impossible to cross the Alps with his elephants.

Sports field managers (as a group) are a resourceful bunch. It really doesn't matter what obstacles we might encounter, we always seem to find the right fix. Whether the solution is of our own creation or borrowed from some other source, like Hannibal, we either find a way or make one. We like to know what works. Learning what doesn't work from someone else is far easier than learning it the hard way firsthand. And in these times, when money is tight and jobs are on the line, we don't want to make too many mistakes. The winter months are a wonderful time to attend training classes and network with other people who do what you do. From the Green Expo in Atlantic City in December to the STMA conference in Long Beach, California in January to the Rutgers continuing education classes in February, there opportunities to dial into solutions to everyday problems. If funding to attend these programs is an issue, the SFMANJ has made some of our Field Days and workshops FREE to members. If you have an idea for something that you want to do, see or participate in, please call us at 856 514-3179 or email us at mail@sfmanj.org. We would like to hear from you.

And lastly, on a personal note, I will be stepping into a new role with the SFMANJ Board of Directors in 2012 when I become Past President. Thank you for your support over the past 3 years. I will always be grateful for the service opportunity that the SFMANJ Board of Directors had entrusted me with. Please join me in welcoming Matt Olivi as our new Chapter President. Matt has been a member of the SFMANJ Board of Directors since 2007 and has served on various committees, most notably as Chairman of the Education and Activities committee, the group that plans and puts together our events. He has the energy, enthusiasm, vision and leadership qualities that will guide our Chapter forward. **Good Luck Matt!**

*Don Savard is a Certified Sports Field Manager (CSFM);  
Certified Grounds Manager (CGM);*

*Director, Athletic Facilities and Grounds, Salesianum School; and SFMANJ President*

## Of Interest . . .



Andrew Powers, Rutgers Turfgrass Student (l) received the annually-awarded SFMANJ Rutgers Student Scholarship. The scholarship was presented by Matt Olivi, Piscataway Board of Education and in-coming President, SFMANJ (r) at the Rutgers Turfgrass Awards Banquet on October 22, 2011.



Dan Shemesh, Director of Grounds, New York Red Bulls and SFMANJ Member, is employing unique artificial lighting technology to improve turf quality at Red Bull Arena, Harrison, NJ.

# The tools for all your grounds maintenance needs.



*Reelmaster® 5010 Series*



*Groundsmaster® 5900*



*Sand Pro® 5040*



*Workman® HD Series*



*Groundsmaster® 7210  
with Polar Trac™*



*Pro Force™*

## Providing quality turf equipment since 1914.

Toro is committed to creating the most durable and reliable equipment to help turf professionals work more efficiently. With a wide range of innovative, high-quality products to choose from, Toro has the right turf equipment and irrigation solution for your job. **The right choice.**

**STC**  
Storr Tractor Company

Storr Tractor Company, Branchburg, NJ  
908-722-9830 [www.storrtractor.com](http://www.storrtractor.com)  
Steve Bradley Fred Castenschild Kevin Hoban

**TORO.**

Count on it.



# Welcome! New and Renewed SFMANJ Members

Currently we have 218 new and renewed members. In January 2011, SFMANJ mailed invoices for 2011 membership dues to all current members. If you did not receive an invoice, please contact us at 856.514.3179 or download the membership form available at [www.sfmanj.org](http://www.sfmanj.org). Mail membership dues direct to SFMANJ, PO Box 205, Pennsville, NJ 08070.

Earl Cocchi ..... Morris Twp Parks and Rec  
Rich Gervasio ..... Morris Twp Parks and Rec  
Keith Starache.....Brickman Group  
Charles Steel..... Lindwood Board of Education



## 2012 CALENDAR OF EVENTS

STMA Annual Conference  
January 10-14, 2012  
Sports Turf Mgrs. Assoc.  
Long Beach, CA  
1.800.323.3875  
[www.stma.org](http://www.stma.org)

### Rutgers NJAES OCPE Athletic Field Courses

Athletic Field Maintenance  
February 14-15, 2012  
Reduced Pesticide Inputs and Organic Options  
for Sports Turf  
February 21, 2012  
Baseball and Softball Skin Surface Selection  
and Management course  
February 22, 2012  
Rutgers' Cook Campus  
New Brunswick, NJ  
732.932.9271  
[www.cpe.rutgers.edu](http://www.cpe.rutgers.edu)

NJ Recreation and Parks Association Conference  
March 4-7, 2012  
Atlantic City, NJ  
732.568.1270  
[www.njrpa.org](http://www.njrpa.org)

## 2011 SFMANJ BOARD OF DIRECTORS

### OFFICERS

President..... Don Savard, CSFM, CGM, Salesianum School  
Vice President.....Fred Castenschiold, Storr Tractor Co.  
Secretary.....Scott Bills, CSFM, GreenPRO Materials  
Treasurer.....Mike Viersma, The Viersma Companies

### DIRECTORS

Ray Cipperly.....Middlesex County Vocational  
and Technical Schools  
Sean Connell ..... Georgia Golf Construction  
Matt Olivi .....Piscataway Board of Education  
Brad Park ..... Rutgers University  
Matt Pinkerton.....Byram Township  
Kevin Shipman.....Kingsway Regional High School  
Craig Tolley ..... County College of Morris  
Rich Watson ..... Pine Hills Public Schools  
Advisor .....Dr. James Murphy, Rutgers University  
Executive Secretary .....Debbie Savard

### MISSION STATEMENT

Committed to enhancing the professionalism of athletic field managers by improving the safety, playability and appearance of athletic fields at all levels through seminars, field days, publications and networking with those in the sports turf industry.

### Contact us at:

PO Box 205 • Pennsville, NJ 08070

Web site: [www.sfmanj.org](http://www.sfmanj.org)

Email: [mail@sfmanj.org](mailto:mail@sfmanj.org) • Phone/Fax: 856-514-3179

### National Organization

Sports Turf Managers Association

[www.stma.org](http://www.stma.org)

Email: [stmainfo@stma.org](mailto:stmainfo@stma.org) • Phone: 800-323-3875

## INSIDE THIS ISSUE

Message from the President.....	cover
New and Renewed SFMANJ Members .....	3
2011 Board of Directors .....	3
Calendar of Events .....	3
Management of Canada Geese at TD Bank Ballpark .....	4
Perspective on 2011 and Looking Forward to 2012 .....	5
How to Write Like a Pro .....	6
Me? A Certified Sports Field Manager? .....	7
Use the Easiest Non-Verbal Communication Strategy to Enhance Your Professionalism .....	8
Winter Sports Field Trips .....	9
2010 Proud Sponsor Directory .....	9
Photo Recap of SFMANJ-Sponsored Infield Maintenance Clinic... ..	10
Tips for Athletic Field Care .....	12
Looking for success? Look no further than YOUR STAFF! .....	14
Taming the Savage Email Beast .....	17
The Year in Review 2011 .....	19

This newsletter is the official quarterly publication of the  
**Sports Field Managers Association of New Jersey.**

For information regarding this newsletter, contact:  
SFMANJ at (856) 514-3179 or Brad Park at (732) 932-9711, x127  
Editor: Brad Park, Rutgers University, Email: [park@aesop.rutgers.edu](mailto:park@aesop.rutgers.edu)  
Layout and Design: Debra Savard, Email: [debbiesavard@aol.com](mailto:debbiesavard@aol.com)

SFMANJ does not necessarily support the opinions of those reflected in the following articles.

# MANAGEMENT OF CANADA GEESE AT



## Bank BALLPARK

By Dan Turner

A golf course superintendent recently asked me what the number one pest problem is that we face at TD Bank Ballpark. They probably expected to hear a response of some turf disease or insect problem but the greatest pest we face is the damage caused by *Branta canadensis* or Canada geese. Whereas a turf disease can be treated with a one-time solution such as a spray application or aeration, geese become an every day problem that continues for months. When left unchecked, geese will eat turf down to the crowns, dig holes in the ground and leave behind a large amount of waste. As a result, turf quality for early spring games is greatly reduced and may also cause health concerns for both athletes and employees on the field. Additionally, fertilizing the turf to recover from the Canada geese damage leads to excess growth in late spring and an increase in high nitrogen diseases such as leaf spot and summer patch. During the baseball season they do not pose a threat since we have events on the field most days, but when activities stop from late fall to early spring they become a problem. One of our challenges is that they feed at dusk and dawn so we never see them, only the damage to the turf they leave behind. We also have found that on weekends when there are no cars in the parking lots both the number of geese that feed and the duration of time they are there increases significantly. This meant that we needed to come up with a solution that would control them even when we were not present.

Over the past few years we have tried several different approaches with limited success; however, now have a system that provides good control. The main thing we do is set up a grid pattern on the field after the last mowing using rebar and string lines so that it is difficult for them to land and walk around. Geese require a large space to land and fly since they need a running start. Though this might not be practical with multiple fields, it may be possible to grid a baseball infield or any high profile areas where you have zero tolerance for them. We set our string lines about 18" off the ground and use a zigzag pattern to break up the space. We also have a Goose Buster machine from Bird-X that makes geese distress calls, gunshots, and coyote sounds based off of a timer. We set it for dusk and dawn on weekends when we are not at

the stadium. One key to audio deterrents is to use them on an infrequent basis so the geese do not become accustomed to it. We do use lifelike coyotes and foxes on the field that we will move around but have found that without the string lines, the geese will get used to them and actually will feed more often in those areas where you have them positioned. I will also make random visits to the field to monitor their activity and chase them out. This is useful when they first start feeding because they are easily moved at that point. Once they become established they are much harder to scare-off. Though this may mean a few early morning or weekend visits, I prefer that to spending a full day cleaning up after them for the first game. Finally, when we do get to our games in March, since we will have to remove all of the string lines, coyotes, etc., we will run



*Continued on page 16*

### Your grass will be greener and thicker, sooner with CoverSports FieldSaver® Winter Turf Blankets/Growth Covers.



Actual photo – not retouched.



PPL Park, Philadelphia Union, MLS



**“The results were incredible....”**

Paul Heron, Grounds Supervisor,  
Unionville-Chadds Ford School District, PA

**WE'VE GOT YOU COVERED ALL YEAR LONG!**

Protect turf from harsh winter conditions!  
Promote faster spring growth and green-up!

- 8 Year Limited Warranty
- Heavy 100% woven polypro fabric
- Reinforced hems and grommets all edges

Stakes keep covers in place  
in brass grommets at 5' intervals.

Special offers ONLY at [www.CoverSports.com/SFMANJ](http://www.CoverSports.com/SFMANJ)  
For price quotes, sizes and fabric specs,  
visit [www.CoverSports.com/SFMANJ](http://www.CoverSports.com/SFMANJ)  
[sales@coversports.com](mailto:sales@coversports.com) • 800-445-6680

We make covers for all athletic surfaces:  
Rain Covers, Sideline Tarps, Track Protectors





# Perspective on 2011

By Brad Park

# & Looking Ahead to 2012

Late fall marks the end of the fall sports season (and hopefully a needed break for many sports fields), the Detroit Lions and Dallas Cowboys playing home games on Thanksgiving, the annual New Jersey Green Expo in Atlantic City, and some much-needed downtime that many of us are afforded between Christmas and New Years.

It's also a time to look back on 2011 and to peer forward into 2012.

The year got-off to quick start on the legislative front with the passage of the 2011 New Jersey Fertilizer Law. Praised by some as the 'toughest set of laws regulating fertilizer in the Nation', elements of the law went into effect upon the legislation's passage including blackout dates restricting fertilizer applications and language requiring spills to be cleaned-up on impervious surfaces. In 2012, professional fertilizer applicators will require certification (there is also a provision for 'trained' applicators), nitrogen rates will be restricted, and the application of phosphorous will be limited to locations where soil testing indicates it is necessary or where turf is being established or repaired.

A potential unintended consequence of this new Law is the termination of existing fertilization programs due to certification requirements, uncertainty over annual and per application nitrogen limits, blackout dates, and other specifics contained in the Law. This Law should **NOT** serve as a reason to stop fertilizing sports fields and grounds. Log on to <http://profact.rutgers.edu>, read the educational modules, re-refresh what you already know about turfgrass fertilization, take the certification test, and **PUT IT ON YOUR RESUME** that you have attained this certification. In addition to my Commercial Pesticide Applicator License, I will become a Certified Professional Fertilizer Applicator – after I pass the test ...

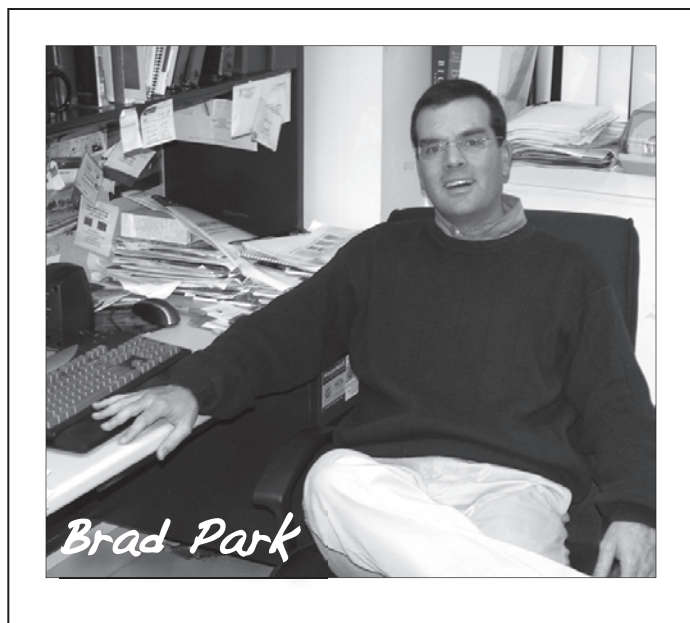
The Safe Playing Fields Act was introduced in both chambers of the New Jersey State Legislature and will, if signed into Law in its current form, ban the use of synthetic pesticides on the grounds of child care centers, schools and sports fields in municipal, county and State Parks. Exceptions will be made in cases where it is deemed that there is an immediate threat to human health.

Passage of the Safe Playing Fields Act **will** affect how sports field surfaces are managed in the State of New Jersey. The removal of conventional pesticides for control of white grubs and summer annual weeds such as crabgrass and knotweed will present a significant challenge for sports field managers working in public arenas such as schools, municipalities, and counties.

**Issues Not Going Away Anytime Soon:** The dilemma of what to do with aging synthetic fields in New York City was featured prominently in a *SportsTurf Insider* email blast dated November 9, 2011. Provocatively titled, *NYC's synthetic turf gamble: a \$300M mistake?* the article stated that, "over the past 12 years New York City has borrowed an estimated \$300 million to put 204 artificial-turf fields at parks, schools and playgrounds."

Furthermore, "relentlessly pitched as a financial boon, plastic grass has turned into a pricey time bomb. As more fields hit the end of their useful lives, the city faces the prospect—and increased expense—of reconstructing them. The price of new turf fields to replace the current, damaged ones is rising. And installing a new turf field requires the expensive task of disposing off the old one—meaning the shift to turf may have been a costly gamble."

Lastly, the article indicated that, "in a random survey of 56 artificial fields this summer ... 25, or 46 percent, [are] in serious state of disrepair, with gaps, tears and holes forming obvious trip hazards. At least 14 fields had minor damage, but without fixes, their defects are sure to grow worse."



Brad Park, Rutgers University, was elected to the SFMANJ Board of Directors in 2003 and has served as Editor of SFMANJ Update beginning with publication of the November/December 2005 issue.

Continued on page 15

# How to Write Like a Pro

Sports Turf Managers Association (STMA) Editorial Staff\*



**O.K.**, so you don't like to write and you didn't go to turf school to focus on writing. However, good written communication skills are critical to your job success. Being able to communicate well in writing can help you in a myriad of ways. A well-written memo can persuade your employer to authorize budget dollars for products, equipment, personnel and training. Or, an e-mail that confirms your understanding of a discussion with a coach or athletic director can make the difference between success and failure.

Effective written communication in the workplace will position you as a professional to your peers, your employer and your staff. To extend that recognition to a broader audience, consider writing articles for your chapter newsletter, regional turf publication or the STMA SPORTSTURF Magazine. You have excellent experiences to share about your work and help others learn. Use these five easy tips to help you put together the right message for strong writing.

## 5 Tips to Write it Right

1. Use the three "S" structure. Keep your sentences Simple, Short and Succinct. Shorter sentences are easier to read and understand.
2. Use "Active" voice rather than passive. Better - Ex: Our field management program uses IPM to provide healthy turf and safe playing conditions. Not as good: Ex: IPM was used as a management program to provide healthy turf and safe playing conditions.
3. When possible, use "Action" verbs, which communicate authority, a solution orientation, and allow you to highlight accomplishments. 40 verbs for stronger writing include : Accomplish, Achieve, Advise, Analyze, Complete, Control, Create, Conduct, Design, Develop, Direct, Evaluate, Execute, Facilitate, Generate, Identify, Implement, Improve, Increase, Innovate, Introduce, Launch, Manage, Monitor, Negotiate, Organized, Overhaul, Plan, Prepare, Prioritize, Recommend, Research, Resolve, Restructure, Specify, Streamline, Strengthen, Supervise, Train, Upgrade.

4. Write down the three specific messages you want to communicate through your writing at the top of your document. Three is a magic number. People can remember and comprehend messages and ideas in groups of three. Make certain that each sentence you write supports one of the messages, and that you are not including miscellaneous, non essential information. Be sure to delete your outline before you send your document.
5. Set your memo, article or other written communication aside for at least an hour -- a day if possible. Go back and reread it to catch errors in spelling and grammar and rework weak sentences.

\* Sports Turf Managers Association,  
Lawrence, KS

## NATIONAL SEED PROFESSIONAL TURF PRODUCTS

Specializing in Quality  
Grass Seed to Meet All Your  
Turf Performance Standards

Call For a Catalog

**800-828-5856**

Carry a full line of quality mixtures  
especially formulated for:

**SPORTS & ATHLETIC FIELDS**

LOW MAINTENANCE AREAS

GENERAL GROUNDS

GOLF, LAWN & RECLAMATION

**Technical Agronomic Support and  
Custom Blending Available**





# Me?

## A Certified Sports Field Manager?

Don Savard, CSFM, CGM

Ross Kurcab, turf manager for the Denver Broncos INVESCO Field at Mile High Stadium became the first Sports Turf Managers Association (STMA) Certified Sports Field Manager (CSFM) in 2000. Since then, over 136 sports field managers have become members of this select group. Thousands of associations utilize professional certification programs to recognize individuals for their dedication to their chosen career and their ability to perform to set standards. Ask a certified professional "why?" and many of them will tell you that the certification process is one of the single most important steps they made in career development. Certification demonstrates that successful job applicants have the knowledge to deliver safe, playable and attractive sports fields. It also demonstrates to employers a significant commitment to career and competence. Quite simply, in an increasingly competitive and changing work environment, certification is an essential investment in one's professional future.

There are many qualified sports field managers taking care of sports fields, from the local ball field in the park to professional stadiums. When you become a CSFM, it means that you have taken your profession to the next level. After meeting the credentialing standards of education, experience, the applicant takes a written test. This exam is considered by many to be one of the most difficult in the industry to pass, which is one of the main reasons that those who do pass them display their credentials with pride. The sophistication of the exam development process also contributes to the preferred status of the credentials. Overseen by industry experts, the CSFM exams are specifically based on "real world" responsibilities of sports field management professionals. The program also requires that the CSFM stays current with trends, ethics, regulations, products and new developments that pertain to sports field management through continuing education as well as giving service back to the industry.

Over time, the CSFM credentials have gained a reputation among employers, professionals and industry experts as the most respected and preferred sports field management credential.

I work for a private high school. Whenever I request funding or make a proposal, I found I have more credibility as a CSFM than I would have as only "the guy who works outside taking care of the fields". It has expanded my network through my involvement with my local Chapter and by serving on STMA committees. I have become acquainted with people who I otherwise would not have met. I have trusted colleagues I can call when I need answers.

With over 20 years in the golf course and sports field industries, Scott Bills, CSFM understood golf course superintendents were way ahead of sport turf managers in education, experience and professionalism, as perceived by the public and their own supervisors. Wanting to play a bigger role in bringing more respect to position of 'sports turf manager', Scott sought the CSFM designation. In an interview with UPDATE, he explains: "As a contractor I was constantly frustrated by the poor designs and construction specifications put out by engineers and architects. In many cases, these professionals are learning about designing fields on the dime of the public. Over the past 8-10 years, I have worked for several bonding companies, municipalities and school boards doing forensic work, to determine what went wrong or why athletic fields have failed. I still see specifications with roots zones, grass seed varieties, fertilizer formulations and drainage plans that have been out of date for years or are no longer accepted practice within the industry. In addition, many sports fields are allowed to be built by road builders or other site contractors who have minimal

experience and do not understand the nuances of sports field construction. For the above two reasons, I felt to be a respected source of information and guidance, I needed to first qualify for the CSFM test and then pass it".

The credentialing process begins by contacting the STMA Headquarters and requesting a CSFM Information Packet, containing detailed information about the program as well as an application. The applicant qualifies for the program after first quantifying their education and their experience. The STMA's view is that a combination of education and experience are essential because the sports turf industry has become very sophisticated. You cannot become a CSFM by education alone.

*Continued on page 17*

**Dual Slope Laser Grading**



- Automated dual slope
- Accurate to .125" (1/8")
- 1 day service available
- Complete athletic field construction
- Bonded and insured
- Local references

**Georgia Golf Construction, Inc.**  
 1441 Route 50  
 Woodbine, NJ 08270  
 Tel (609)-628-2597 or (404)216-4445  
 Fax (609)-628-3087

[www.georgiagolfconstruction.com](http://www.georgiagolfconstruction.com)

**Increase your field's drainage and playability.**

# Use The Easiest Non-Verbal Communication Strategy To Enhance Your PROFESSIONALISM

Sports Turf Managers Association Editorial Staff



Good communication is the cornerstone of great professional relationships. One communication strategy that is often overlooked is dress. How you dress is another way you communicate to your peers, your staff, your employer and the end users of your sports fields.

Dressing in a professional manner suggests that you are well organized and portrays self confidence. The impression is of one who is knowledgeable and in control. (Wow, all of that from a pair of Dockers and a golf shirt!). Obviously, we aren't talking coat and tie — unless the occasion calls for it. When you are physically working beside your staff on the field, of course you will be wearing work clothing, but think about keeping a change of clothing at your office for meetings or when you will be spending several hours in the office more visible to your employer.

Consider providing collared staff shirts to bring a more unified appearance to your crew, but wear a different color shirt so that you are distinguishable as the manager in charge. Be conscious of what your clothing says about you — faded tee shirts promoting old rock groups may bring a bit of nostalgia to your day, but they do not do much to position you as a professional sports turf manager.

Impressions do count. According to Ollie Stevenson, author of *101 Great Answers to the Toughest Job Search Problems*, found that in an interview situation, interviewers make an immediate overall judgment about you in the first **five** seconds. That applies to all first impressions. Five seconds isn't long so you are being judged on what you wear and how you react. Make the first five seconds count. Be dressed appropriately and remember, professionals do shake hands. Be sure your grip is firm and sincere and you make direct eye contact when you greet someone.

How do you dress for your chapter meetings? What type of role model are you for those who are just entering the profession and what type of message are you sending to them?

The job of a sports turf manager requires a strong knowledge of agronomy, pest management, environmental issues, sports strategies, and intimate knowledge of rules and regulations so that you can manage safe playing surfaces for your athletes. Be recognized for the knowledge, skills and abilities you bring to the game and garner the respect you deserve. Don't let a sloppy appearance downplay your importance when it is so easy to dress more professionally.

Sports Turf Managers Association (STMA), Lawrence, KS



## Dr. Henry W. Indyk Graduate Fellowship in Turfgrass Science

As many of you know, the turfgrass industry lost a dear friend and colleague in September 2005. We will all miss Henry very much and would like to insure that his legacy lives on. The Indyk family would like to establish a memorial fellowship to support graduate students interested in applied turfgrass science. This fellowship is being created to help assure that tomorrow's graduate students have the financial resources to get an advanced degree in turfgrass science at Rutgers University. To fund a full graduate assistantship each year in Henry's name, we will need to raise a total of \$400,000. Your generous support at this time will bring us closer to reaching this goal.

To make a tax-deductible contribution today, please send a check payable to the Rutgers University Foundation, 7 College Avenue, New Brunswick, NJ 08901. Be sure to indicate "Indyk Fellowship, Turfgrass" in the memo portion of your check. If you desire, you may provide a donation in the form of a pledge payable over several years.

For information on other ways to support this fellowship, please contact

Dr. Bruce B. Clarke, Director — Rutgers Center for Turfgrass Science  
(732) 932-9400, ext. 331; or [clarke@aesop.rutgers.edu](mailto:clarke@aesop.rutgers.edu) or

John Pearson, Director of Leadership Gifts at the Foundation, by calling  
(732) 932-7899 or email: [pearson@winants.rutgers.edu](mailto:pearson@winants.rutgers.edu)



**Fertilizers/Seed  
Plant-Protectants  
Soils/Sands**

## The Turf Trade

517 Franklinville Road  
Mullica Hill, NJ 08062

**856-478-6704**

Alan Phillips 609-226-9303  
Steven Segui 302-354-7209  
Michael Nicotra 856-472-2733

[www.theturftrade.com](http://www.theturftrade.com)





# WINTER SPORTS FIELD TRIPS

James A. Murphy, Ph.D. \*

**Clean-up.** Leaves, sticks, and other debris that accumulate on the grass over the winter should be raked up when weather permits. Debris lying on the turf too long can smother the grass and create bare spots. Bare spots will probably transform into weeds later in the season.

**Mowing.** Winter is a good time to clean, lubricate and repair your mowing equipment. You do not want to find out that your mowers do not work properly at first use in the spring. Because of the chance for wet weather and rapid shoot growth any delay in mowing at the start of the season (spring) can turn into a "behind the eight-ball" scenario very quickly.

**Fertilization.** Plan for your fertilization needs by testing your soil to determine whether liming is necessary to adjust soil pH (6.0 to 6.7 recommended) as well which nutrients are needed and how much. If you applied a thorough late season (autumn) fertilization, your turf probably will not need as much fertilization in early spring (March - April). Without a fall fertilization program, the turf may require some rather aggressive fertilization to encourage recovery from play or winter damage or to enhance spring green-up. Fertilization with phosphates or potash should be based on soil test results.

**Winter Seeding.** Winter seeding is a risky practice; the probability of the seed washing away and being eaten by birds is very high. Work the seed into the soil if you choose to seed during winter and realize that is likely to you will need to re-seed when warmer weather returns. Seeding when air temperature consistently exceeds 50 degrees Fahrenheit provides a better chance for success.

**Drainage Assessment.** Winter is good time to assess your fields for areas of poor drainage. Identifying and mapping out these areas now will give you a record of where you need to treat with your aerifier this spring. If aeration is not enough, maps of the poorly drained areas will provide documentation that you can use to show facility administrators where improvements such as slit drainage are needed.

**Cover Skinned Infield Areas.** Wet winter weather can lead to considerable erosion of skinned areas on baseball/softball infields. Consider covering these areas during the winter to eliminate much of the skin restoration headaches this spring. Type "baseball field covers" in any of the popular internet search engines to see examples of numerous companies that can supply covers in various sizes and shapes.

*\* James A. Murphy, PhD. is Extension Specialist in Turfgrass Management, Rutgers University; and SFMANJ Advisor*

## 2011 Proud Sponsor Directory

**STORR TRACTOR COMPANY**  
Turf, Irrigation and Ballfield Equipment  
Sales - Fred Castenschiold,  
Kevin Hoban, Steve Bradley  
3191 Highway 22 Somerville, NJ 08876  
908-722-9830 Fax: 908-722-9847



**BEN SHAFFER & ASSOCIATES, INC.**  
Quality and Value Since 1921  
Sport Goals, Netting, Bleachers  
Fence Topping and Much More  
www.benshaffer.com  
1-800-953-2021



**PUT YOUR AD HERE:**  
**To become a Proud Sponsor Call: 856-514-3179**  
**\$150 for one year**

# Photo Recap of SFMANJ-Sponsored

by Brad Park and Debbie Savard





# Infield Maintenance Clinic



**November 9, 2011**



# Tips for Athletic Field Care

Dr. Dave Minner\*



**Use higher than normal seeding rates.** In most cases, facilities are needed for play before seeded grass has completed a full year's growth. Higher seeding rates allow for faster ground coverage and provide better competition with weeds, especially crabgrass. Higher than normal seeding rates that provide faster coverage are Kentucky bluegrass 3 to 4 lbs/1000 sq. ft., tall fescue 8 to 12 lbs/1000 sq. ft., and perennial ryegrass 10 to 15 lbs/1000 sq. ft.

**Deeper seeded grass that is able to germinate survives traffic better.** Drill seeding and seeding after hollow coring is preferred. Plants that develop crowns deeper in the soil are more protected than those that are on top of the soil and are easily damaged.

**When renovating, keep existing turf if there is at least 30 to 50% grass cover.** Mature grass plants, even a thin stand of grass, have better traffic-tolerance than a thick stand of seedling turf. Unless there is good reason, avoid nonselective killing of grass in high-traffic areas. Keep the grass you have and overseed with coring and slicing to fill-in bare spots.

**Use a combination of nitrogen sources.** Quick release in the fall, slow release in early summer, and organic nitrogen in the spring or summer.

**Use equal N and K** for traffic and drought tolerance.

Always **have at least one showcase field.** Reallocate resources so that you have at least one field that lets you boss and the public know that you are capable of producing quality turf when given the proper resources and control of the field. Even if resources are limited, don't spread them out so that all your fields are average-to-poor or your reputation as a grounds manager may be perceived as average-to-poor. Document what it takes to have at least one good field, and use the information to justify an increase in resources to improve the rest of the fields that are in poor condition.

Build **a repertoire of instant solutions** that you can count on in time of need. For example, thick-cut sod, pre-germinated

*Continued on page 18*

## START EARLY!

### Turface Athletics 2012 Early Order Program



The  
**# 1 CONDITIONER**  
At The  
**RIGHT PRICE**  
And The  
**RIGHT TIME TO BUY**



Find your local distributor [www.Turface.com](http://www.Turface.com)  
800-654-8793



# BEN SHAFFER & ASSOCIATES Inc.

Many items on  
State Contract



1-800-953-2021

sales@benshaffer.com

www.benshaffer.com

PARK, PLAYGROUND & STREETScape SOLUTIONS

Basketball Equipment



Soccer Goals



Benches



N.J. Compliant Bleachers



Safety Surfacing



Tennis Nets and Posts



Bike Racks



Water Fountains



Waste Containers



Stern-Williams

VICTOR STANLEY, INC.<sup>®</sup>



Experience the Ben Shaffer Difference  
Serving NJ since 1921

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



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

### 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.

*\*This article is compliments of Sports Turf Managers Association (STMA), Lawrence, KS.*



Service ♦ Technical Support ♦ Quality Products

**Lawn & Sports Turf:**  
973-252-5455  
Fax:  
973-252-2881

**For ALL your turf and field care needs**



See our full product catalog @

[www.GrassRootsTurfOnline.com](http://www.GrassRootsTurfOnline.com)



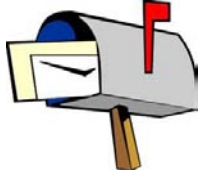


**Scott Bills, CSFM**  
*Golf, Sports Field and Turf Consultant*

C: 908.268.8866  
 F: 908.996.7818

Corporate  
 PO Box 265  
 Bound Brook, NJ 08805  
 908.647.0159  
 www.greenpromaterials.com

## COMING SOON! TO A MAILBOX NEAR YOU



### Your 2012 registration forms.

Please keep our records and next year's Directory up to date by making any changes or additions to your name, position, address, phone or email, and returning the form with your payment. Thank you!

Continued from page 5

## Perspective on 2011 & Looking Ahead to 2012

Anyone who has followed the sports turf industry in New Jersey is aware that the Garden State has been fertile ground for synthetic field installations during the past 10 years – many of these surfaces now reaching the point of replacement. The costs associated with tear-out, disposal, and re-surfacing that were, in many cases, overlooked prior to installation are now crystallizing.

**On a personal note,** congratulations to Don Savard, CSFM, CGM for three years of outstanding service as SFMANJ President. During his tenure, SFMANJ has hosted numerous successful Field Days, continued to award student scholarships, remained financially solvent, as well as improved its national visibility and reputation as the New Jersey Chapter of Sports Turf Managers Association. Thanks, Don!

Best of luck to all for 2012!

*Brad*

*Brad Park is Sports Turf Research & Education Coordinator, Rutgers Univ.; SFMANJ Board member; and Editor, SFMANJ Update.*

## You're Always Ahead of the Game with a COVERMASTER® Raincover...

### "Great Service..., The Best..."

wrote **Chip Baker**, Asst. Baseball Coach,  
**Florida State University**, Tallahassee, FL

Chip's comments confirm what we hear from the many groundskeepers who use a COVERMASTER® raincover to keep their fields dry and ready for play.

Call us and we'll gladly tell you more.

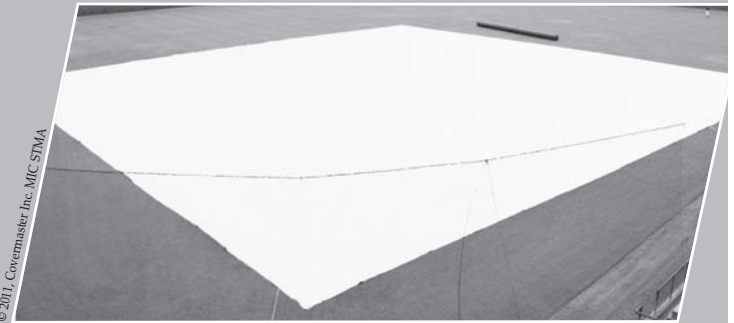
### The COVERMASTER® Advantage...

- Superior in strength and UV resistance
- Outstanding heat reflective properties
- Light weight - easy to handle
- Widest materials for least number of seams
- Largest choice of weights and colors
- Backed by truly dependable warranties

### TARP MACHINE VIDEO!

Call, fax or e-mail for a free video, material samples and a brochure.

© 2011, Covermaster Inc. MFC-STMA



Covers for football and soccer fields are also readily available.

TARP MACHINE™ lets you roll the cover on and off in minutes.

TARPMATE™ roller comes in 3 lengths with safety end caps.

**COVERMASTER™**  
**COVERMASTER**  
**COVERMASTER**

MASTERS IN THE ART OF SPORTS SURFACE COVERS

**CALL TOLL FREE**  
**1-800-387-5808**

**covermaster.com**

E-MAIL: [info@covermaster.com](mailto:info@covermaster.com)

MEMBER

**SportsTurf**  
 MANAGERS ASSOCIATION

STADIUM  
 MANAGERS  
 ASSOCIATION



COVERMASTER INC., 100 WESTMORE DR. 11-D, REXDALE, ON, M9V 5C3 TEL 416-745-1811 FAX 416-742-6837

Continued from page 4

## MANAGEMENT OF CANADA GEESE AT

# **Bank BALLPARK**

one application of Flight Control after the field has been cut to provide additional control until we get into our season.

Overall it seems that while none of these methods used individually works very well for a long period of time, when multiple methods are used simultaneously we have gotten excellent results. In past years we used our Goosen Vac on the field each spring to clean up and would get 2-3 loads of waste. With our current control measures in place last winter we only had to clean up an amount equal to one five-gallon bucket. As a result our spring fertilizer inputs have been reduced by 60% while our overall turf quality, density, and color have increased. This leads to a better field and a better bottom line.

*Dan Purner is Head Groundskeeper, Somerset Patriots, Bridgewater, NJ and SFMANJ Member. He is a graduate of both the Country College of Morris LHT program and the Rutgers Turf program.*

## HAVE YOU CHECKED-OUT OUR WEB SITE LATELY?

- ☑ Check our [Events](#) page for upcoming events and pictures of past SFMANJ functions.
- ☑ Check our [Resources](#) page for past issues of our Newsletter Update, Minutes from past Board Meetings, links to useful information and job postings.
- ☑ Check our [Contact Us](#) page for direct links to all of the Board of Directors. Call us with any questions or comments.
- ☑ Check our [Vendor](#) page for interactive links to our advertising vendors' web sites and a complete list of all our vendors. Call them first! They are happy to answer any questions.



 **PLANT FOOD COMPANY, INC.** **S25 SPRAY-PRO<sup>®</sup>**  
Registered trademark of EarthWay Products, Inc.

*Spray-Pro is the perfect tool to apply your High Quality Plant Food Liquid Fertilizers!*

**Ideal for Sports Turf, Schools, Parks and Residential Properties**

- 6.6 gallon Spray Tank!
- Adjustable 2-5ft Spray Width!
- Includes 3 different spray nozzle tips for altered rate applications

**1-800-562-1291**

20-0-3 25%SRN  
16-0-8 50%SRN



# TAMING THE SAVAGE EMAIL BEAST



Courtesy of Sports Turf Managers Association  
and Dr. John C. Maxwell's free monthly e-newsletter:  
'Leadership Wired' [www.INJOY.com](http://www.INJOY.com)

If making e-mail work for you instead of against you is a goal of yours, you won't want to miss Stever Robbins' article, "Tips for Mastering E-mail Overload," in a recent issue of Harvard Business School's Working Knowledge e-zine.

Robbins, a leadership consultant and author of "It Takes a Lot More than Attitude to Lead a Stellar Organization," says that "taming e-mail means training the senders to put the burden of quality back on themselves."

## He recommends a two-pronged approach:

- Lead by example by sending better e-mail yourself (by making your e-mails one page or less, editing forwarded messages, making action requests clear, providing full context at the beginning of each message, etc.)
- Explicitly training others to make their online communications more productive.

## When it comes to teaching others, Robbins offers the following suggestions:

- Only check your e-mail at certain times each day. Let your people know that if they need to reach you immediately, "e-mail isn't the way," he writes.
- "Charge people for sending you messages." One CEO Robbins has worked with charges employees five dollars from their budget for each e-mail she gets. "Amazingly, her overload has gone way down, the relevance of e-mails has gone up, and the senders are happy, too, because the added thought often results in them solving more problems on their own," he writes.
- Keep your responses short. Responding to three-page e-mails with three-word answers lets people know not to expect long responses from you, "and then you can proceed to answer at your leisure in whatever format works best for you," Robbins says.

## For other e-mail taming tips, see:

[http://hbswk.hbs.edu/tools/print\\_item.jhtml?id=4438&t=leadership](http://hbswk.hbs.edu/tools/print_item.jhtml?id=4438&t=leadership)

Continued from page 7



# Me?

## A Certified Sports Field Manager?

Experience as a sports field manager is crucial. It is possible to become certified with only a high school education if you have enough experience in sports field management.

Next, the applicant takes a written test. The 300 question examination covers four major areas of sports field management: agronomics (both warm and cool season turf), pest management, administration, and sports specific field management. The CSFM exams are specifically based on "real world" responsibilities of sports field management professionals. This exam is considered by many to be rigorous.

After successfully passing each of the four sections of the exam with a minimum 80% passing grade, the program also requires that the CSFM continues to stay current with trends, regulations, products and new developments that pertain to sports field management through continuing education as well as service to the industry.

For many, there is a personal satisfaction one can get after qualifying for and attaining the CSFM designation. While almost anybody can get a job working within the sports field industry, to be recognized as a true professional within this craft validates the hard work, knowledge and experience necessary to build one's career.

For more information, visit the Sports Turf Managers Association website [www.stma.org](http://www.stma.org) and click on Professionalism - CSFM Program.

Now, isn't it time you accepted the challenge and put the credibility and recognition of this certification to work for you?

*Don Savard is a Certified Sports Field Manager (CSFM);  
Certified Grounds Manager (CGM); Director,  
Athletic Facilities and Grounds, Salesianum School;  
and SFMANJ President*



**William Mast**  
**Steve Thompson**  
Office: 610-327-3390  
Fax: 610-327-0581

1486 S. Hanover St.  
Pottstown, PA 19465  
[www.aer-core.com](http://www.aer-core.com)  
[office@aer-core.com](mailto:office@aer-core.com)

Turfgrass Services  
Equipment Sales

# Tips for Athletic Field Care

Dr. Dave Minner\*



Continued from page 12

seed, water removal products, smoothing and rolling. Like any good ball team, you should practice these procedures before you try in game situations.

## SOME COMMON MISTAKES

### Non-irrigated areas

Using 100% ryegrass for fall repair of summer "burn out". Each year you will be doing the same thing over and over. Continue to use the ryegrass but add 30% Kentucky bluegrass, especially those from the low-maintenance and drought-tolerant categories.

It is a mistake to anticipate that tall fescue can be used as a substitute for an adequate irrigation system, especially on soccer fields where a smooth ball rolling surface is desired. Even with its excellent drought and traffic tolerance tall fescue's bunch habit can cause a clumpy and uneven playing surface when water is lacking and traffic is intense. Should clumping become a problem, interseeding with more and temporary watering with a portable rain gun will be needed to regain adequate turf density. If Kentucky bluegrass and perennial ryegrass have failed because of limited water then give tall fescue a try. The key point here is not to discourage you from using tall fescue, but instead to encourage you to provide at least temporary irrigation. Watering as little as five times during the summer may be sufficient to maintain an adequate stand of tall fescue.

Close mowing and heavy nitrogen applications of any non-irrigated turf, especially Kentucky bluegrass. This combination of mowing, watering, and fertility is the best way to predispose Kentucky bluegrass to summer patch and loss of turf during summer drought dormancy.

### Irrigated areas

Over watering – too much, too often, too shallow. As a general rule, turf should be allowed to slightly wilt before irrigation.

At this stage of the wilting, soils are well-aerated because air has replaced the water that was removed from the soil pore space by the roots. Roots need water to grow, but they need air-filled pore space. Excessively wet soils become anaerobic and have a distinct sulfur odor of rotten eggs. Root growth is poor in anaerobic conditions. Allow the turf to slightly wilt and then apply about an inch of water. Wait until the turf just begins to wilt before watering again. About 1.0 to 1.5 inches of water per week is sufficient for sand-based fields. Sand-based fields may require more frequent watering.

Mid-day watering of grass. This increases humidity and free moisture near the plant that results in increased disease.

No plan for watering the skin on baseball/softball fields. Don't forget to install separate heads and valves for watering just the infield dirt. Don't place the heads so that they water both the dirt and the grass. Watering the skin portion of an infield is just as important as watering the grass. A separate station is needed for watering the skin infield because it is managed differently than grass.

*Dr. Dave Minner is Professor, Department of Horticulture, Iowa State University; and recipient of Sports Turf Managers Association's Dr. William H. Daniel Award in 1994.*

## High Quality Bluegrass & Tall Fescue

*Sand Sod grown on Hammonton sandy, loam-type soil  
designed for today's specialized modern athletic fields*

*Visit Us at Our Updated Web Site:*

**www.ttfarms.com**

*Our Completely Irrigated 700-acre farm allows  
production and deliveries to parts of Pennsylvania,  
Delaware, New York and all of New Jersey.*

*Labor Saving Big Rolls, please call for  
custom installation prices.*

**800-222-0591**



609-561-7184  
609-561-0296 Fax  
401 Myrtle Ave. • P.O. Box 148  
Hammonton, NJ 08037



# The Year in Review

# 2011





P.O. Box 205  
 Pennsville, NJ 08070

Or Current Occupant

**SportsTurf**  
 MANAGERS ASSOCIATION

Experts on the Field, Partners in the Game.

**Moving Ahead To Serve You Better**

**TORO.**  
 A Toro Partner

YOUR FRIENDS AT...

**TURF  
 EQUIPMENT**  
 AND SUPPLY COMPANY

888-384-8676 • [www.turf-equipment.com](http://www.turf-equipment.com)