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Circle No. 138 on Reader Inquiry Card

looking and recommitment.

The first stage usually lasts the first three to six months of a new job, that excitement of a new challenge, new goals. "This excitement will carry the employee through adversity," Swenson says.

The second phase, frustration, has six sub-phases: shock at finding the job isn't going to be so easy or perfect; denial that the problem lies within; fear of total failure; outward anger; justification of what is happening with the job; and finally acceptance of the circumstances and a lowering of goals.

What results from this frustration stage, if it is not headed off, is the looking phase: for a new job, a search for that excitement.

Swenson says that the excitement period decreases in duration for each new job. He calls this the negative cycle. A new job won't make things better for any length of time.

But he adds that the negative cycle can be prevented by recognizing the signs of the anger sub-phase. "Recognize the anger stage and go straight to the fourth phase from there," Swenson advises.

The recommitment phase involves three stages, beginning with a re-evaluation of why you took the job in the first place. After that, set some immediate goals that will inject some excitement

and boost confidence quickly. Finally, get an outside opinion on whether you are right for the job or the job is right for you, and if you can do the job well. Often, the outside opinion is a key factor. The boss or a fellow employee can provide that opinion.

"Going through the positive cycle extends the excitement period each time," Swenson says. If an employee is showing this anger, sit him or her down and talk it out. It may save time and money down the road.

Swenson spoke at the third North Central Turf Grass Association conference in Bismark, N.D..

GOLF

Consistent topdressing improves performance

Keeping the same topdressing media over a period of years will improve the performance of topdressing and reduce or avoid other problems, notes Jim Snow, director of the Northeast region of the USGA Green Section.

The most serious potential problem is the chance of layering. When particle size or media is changed, and changed often, layering is nearly a given. "Fine particles on top of coarse ones cause a perched water table," Snow says. "Keep the same particle size and blend."

Snow outlined benefits and concerns of sand topdressing in relation to high sand mixes and soil. Compared with high sand mixes, straight sand is easier to apply when wet, more readily available and costs less, Snow says.

He also brought up some concerns with sand as compared with soil in addition to layering. Sand has lower microbial action, which helps to break down thatch. Greens can become hydrophobic because of sand's high percolation rate, and greens can lose color rapidly after fertilizer applications. Spike and ball marks last longer and bedknife wear increases.

Most often, Snow explains, topdressing fails because the wrong size particle or too much sand is used. Also, when greens aren't aerated, the layering problem compounds. Snow says to aerate at least twice annually. Adjust other management programs along with aeration, he says. He recommends light and frequent topdressing applications and more frequent but light fertilizer applications with more phosphorous and potassium.

When choosing a sand topdressing, Snow says to consider physical properties such as particle size and thus porosity and infiltration rate, bulk density and water retention.

Snow spoke at the GCSAA Conference in Houston. **LM**

EVENTS

OCTOBER

9-12: Florida Turfgrass annual conference and show, Tampa, Fla. Contact: FTA, 302 S. Graham Ave., Orlando, FL 32803; (407) 898-6721.

10-12: Western Agricultural Chemicals Association annual meeting, Harvey's Resort Hotel/Casino, State-line, Nev. Contact: Debra J. Rein, 930 G St., Suite 210, Sacramento, CA 95814; (916) 446-9222.

11-13: National Roadside Vegetation Management Association conference, Texas Hilton, Dallas, Tex. Contact: Turney Hernandez, NRVMA, 309 Center Hill Rd., Center-ville, DE 19807; (302) 655-9993.

13-14: Texas Xeriscape Conference, College Station (Tex.) Hilton Hotel. Contact: Douglas Welsh, 225 Horticulture/Forestry Bldg., College Station, TX 77843; (409) 845-7341.

14-15: Sunbelt Horticultural Trade Show, Albuquerque (N.M.) Convention Center. Contact: Linda McLain, P.O. Box 667, Estancia, NM 87016; (505) 384-2726.

14-23: Los Angeles Garden Show, Los Angeles State and County Arboretum, Arcadia, Calif. Contact: John Provine, L.A. Arboretum, 301 N. Baldwin Ave., Arcadia, CA 91006; (818) 446-8251.

16-19: Society of Municipal Arborists annual meeting and trade show, Omni International Hotel, Detroit, Mich. Contact: Dale Gaasland, R.R. 3, Box 614, Williston, ND 58801; (701) 774-0485.

17-19: Southwest Turfgrass Conference, El Paso (Tex.) Civic Center. Contact: Charles Glover, NMSU, P.O. Box 3-Q, Las Cruces, NM 88003.

19: Palm Tree Management seminar, Oxnard (Calif.) Community Center. Contact: Jim Downer, UC Cooperative Extension, 80 S. Victoria Ave., Ventura, CA 93009; (805) 654-2924.

22-24: Landscape Exposition, Nashville (Tenn.) Convention Center. Contact: Becky Lerew, 50 Washington St., P.O. Box 5555, Norwalk, CT 06854; (203) 853-0400.

25: Perennials for the Landscape and

Garden Center Industries symposium, Scott Arboretum, Swarthmore, Pa. Contact: Pennsylvania Horticultural Center, 325 Walnut St., Philadelphia, PA 19106; (215) 625-8299.

25-27: Florida Aquatic Plant Management Society annual meeting, Holiday Inn Surfside, Daytona Beach, Fla. Contact: Bill Moore, FAPMS, 210 Valencia Shores Dr., Winter Garden, FL 32787; (305) 656-5838.

26-28: Atlantic Seedsmen's Association annual convention, National Clarion Hotel, Arlington, Va. Contact: Dr. John E. Baylor, 298 E. McCormack Ave., State College, PA 16801; (814) 237-0330.

27: Planting and Maintaining Landscape Trees and Turf in the San Bernardino Valley, San Bernardino, Calif. Contact: Roberta Bybee, 777 E. Rialto Ave., San Bernardino, CA 92415.

27-28: Colorado Xeriscape '88, Denver (Colo.) Airport Hilton Hotel. Contact: Pat Miller, National Xeriscape Council, 940 E. 51st St., Austin, TX 78751; (512) 454-8626.



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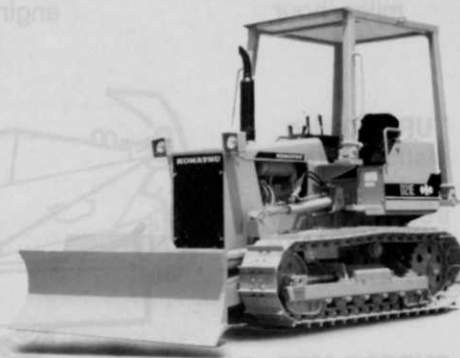
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The compact, maneuverable D21E, with its 44 horsepower, 9,000-pound operating weight and .75-cu.-yd. blade capacity, is made to make your jobs pay. Its efficient, quiet Komatsu engine is easy to maintain, won't guzzle fuel, and doesn't roar like a monster.

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clutchless Komatsu Hydroshift transmission combines the ease of powershifting with the lugging power and reliability of direct drive. The D21E also puts extra track on the ground to give you unmatched stability. Plus the ability to cover a lot of ground, without destroying it like some oversized beast.

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Circle No. 124 on Reader Inquiry Card

OCTOBER 1988/LANDSCAPE MANAGEMENT 23

TURFCO METE-R-MATIC II

TOW-TYPE TOP DRESSER

Top dressing levels existing turf on athletic fields while stimulating growth and improving soil conditions. Repetitive top dressing fills in the low spots and also promotes the decomposition of thatch.

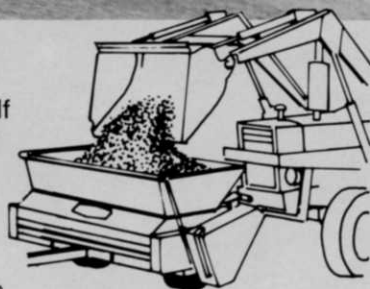


■ Top dress 18 golf greens in under 6 hours

■ Top dress an athletic field in under 2 hours

■ 18.3 cubic feet hopper capacity

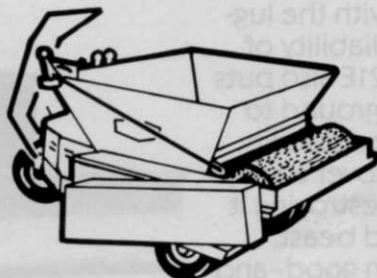
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■ Spreading width of 60"

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TURFCO

Circle No. 140 on Reader Inquiry Card

LETTERS

To the editor:

I'm writing this letter to let you know how much I enjoy your magazine and Jerry Roche's "Outlook" article. His section is the first one I turn to when I get my magazine. I guess you could call him the "Dear Abby" of turf management. It seems his articles always hit home or prepare me for something that will in a week or two.

Three of his articles grace the walls of my office already. The one that is my favorite is "Dressing for Failure" (May '87). Shortly after reading this, I purchased uniforms for our crews. What a difference! The pride in our company grew, as well as job pride. We proudly display our colors on every job, and have gotten many compliments—not to mention work—from them.

I hope my competition missed that issue; I enjoy having that little extra edge. Keep up the good work! Who knows—maybe I won't have to redecorate my office after all!

Lori Flanagan
Yard Care
Hugo, Minn.

You can start looking for "Outlook" on page 4 from now on, under the new title "As I See It."—ED.

To the editor:

I have just received the June 1988 edition of LANDSCAPE MANAGEMENT. I was appalled at the photo in the article on legislation and aquatic weed control. I cannot believe that you printed this photo. The man is supposedly spraying pesticides while smoking a cigarette. He is also wearing leather gloves and no protective clothing.

I plan to use this photo as a good example of what not to do while spraying pesticides.

Glen R. Foth
Kings View Center
Reedley, Calif.

You're absolutely right, Mr. Foth. Unfortunately, the cigarette escaped us when we were proofing the 35mm slide for publication. It wasn't until the magazine mailed and we saw the photo enlarged that we caught it—too late.—ED.

To the editor:

I have received your magazine for the past four years and have been very well pleased with its content. However, I must relay my disappointment with the June 1988 issue. The cover indicates the issue will deal with aeration, but there is only one small article devoted to the subject. I was expecting a series of articles on different types of aerators, new aerators, the history of mechanical aeration, etc. Instead, all I found was some discussion about the lower cost of "home aerators" with no discussions of their use or who manufactures them.

As I mentioned at the beginning of this letter, I have enjoyed LANDSCAPE MANAGEMENT in the past and will continue to look forward to future issues. Please try to "back up" your covers in the future.

Bobby Sterrett
Dir. Parks & Recreation
White Settlement, Tex.

Look for more on aeration in our January 1989 issue.—ED.



If it's not **Certified Manhattan II**, it's not 'such a deal' after all.

Some dealers are offering you a deal to take something they call Manhattan off their hands

Qualified turf associations can earn cash for turf research by saving Manhattan II blue tags. Contact your dealer for details.

THE REAL BAG



Manhattan Ryegrass Growers Association has the exclusive contract to produce Manhattan and Manhattan II perennial Ryegrasses. These select seed growers have not produced the old Manhattan strain for years, so much of what is being produced as Manhattan is probably not true Manhattan.

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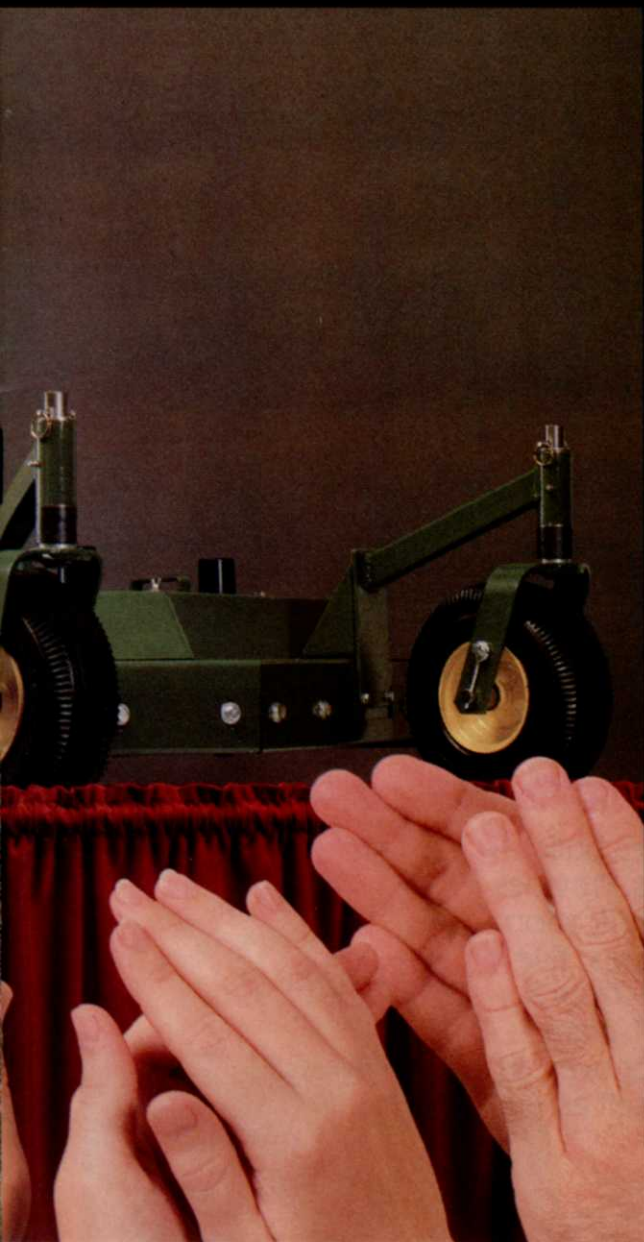
Bunton mowers have long been known as "repeat performers." Decks are reinforced heavy gauge welded steel, components that other manufacturers make from aluminum are steel, and all critical wear points have fittings so they can be greased for longer life. These, and other features have earned Bunton the

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Circle No. 104 on Reader Inquiry Card

PEOPLE

Jacklin Seed Co. has announced the addition of **Patti Curry, Ph.D.** and **Joe Dunfield** to its research department in Post Falls, Idaho.

Curry received her B.S. degree in range science from Texas A&M University, her M.S. in agriculture from East Texas State University and her Ph.D. in crop science with an emphasis on plant breeding and cytogenetics



Joe Dunfield



Patti Curry Ph.D.

from Oklahoma State University. Dunfield, who received a B.S. degree in agronomy from Oklahoma State, studied and trained under Doug Brede, Ph.D., Jacklin's current research director.

Jim Fetter of O.M. Scott & Sons has been promoted to director of market-

ing. Fetter, a graduate of Ohio University, was formerly Scotts' marketing manager of professional products.



Michael Kelty



Michael Dingman

Also, **Michael Kelty** has been named director of Scotts research and development. He joined O.M. Scott in 1979 as regulatory environmental specialist and since 1987 has been director of chemical technology.

Rod Strickland is the new national sales manager at Elanco Products Co., a division of Eli Lilly Inc.

Sandra L. Burns has been named assistant manager, video and communications for the Davey Tree Expert Co. She will be responsible for video and audio program development and distribution, speaker support equip-

ment and various employee activities.

Todd H. Lauble is this year's recipient of the Seed Research of Oregon \$500 scholarship. He is a student at Oregon State University, majoring in horticulture and turfgrass management.

The new vice president of facilities and equipment for Environmental Industries, Inc., is **Michael L. Dingman**,



Todd Lauble



Sandra Burn

who was supervisor of new building projects for the company.

Ed Davis, owner and operator of R&D Sod Farms became the 18th president of the American Sod Producers Association. He will be joined by new vice president **Randy Tischer** of Green Velvet Sod Farms.

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Olathe Chippers reduce bulk — cuts down time to landfill sites. Provides mulch for safety and beautification programs. Olathe manufactures five models to handle your chores — from 8 hp 2½" capacity to 100 hp 12" diam. capacity. With units in the field for over 15 years, Olathe keeps proving itself as a leader in the chipper field.



Model 12 — PTO, 3 pt. hitch or tow-type, 7" capacity, 500 lb. drum.



Model 816 — Debris chipper handles kiln dried lumber and assorted wood debris.



Model 986 — Hydraulic feed disc chipper features: 12" capacity, variable feed rate, gas or diesel, 360° swivel chute, 15° curbside feed angle for operator safety, over 950 RPM drum speed. Compare! Olathe wins!

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Number of acres: _____ Who supplies your chemicals? _____

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Ford's 1520, at 19.5 hp, is in the middle of the company's compact tractor power range. It can utilize more than 50 implements and attachments.

COMPACT TRACTORS ENHANCE FLEXIBILITY

Utility vehicles with selected attachments offer a more versatile machine you can use throughout the entire year.

by Ken Moehle

Selecting the right mix of multi-purpose and single-purpose machines is an important decision for a landscape manager. For peak seasonal tasks, some single-purpose machines play an important role—especially in larger fleets. But to add versatility and extend year-round equipment use, utility tractors with selected attachments are a prime choice.

Compact utility tractors of 18 to 35 horsepower, when teamed with the wide range of available attachments, offer the versatility and dependability needed for many landscape maintenance tasks. Attachments to compact tractors are: standard category I three-point-hitch, remote hydraulic circuits and power takeoff units (PTOs). Of course, before choosing a combination of compact tractor and attachment, first check with the tractor dealer or manufacturer. They can advise whether or not the proposed application is safe and

effective, or if the attachment is approved for use with the tractor.

Many of these attachments allow compact tractors to use their power and compact size to help with light construction, excavating and site preparation in tight quarters. For example:

- three-point-hitch-mounted blades, box scrapers, scarifiers, rock rakes and seedbed preparation implements for clean-up and finish grading;

- hitch-mounted, PTO-powered roto-tillers for one-step preparation before reseeding lawns or planting floral displays;

- front-end loaders for loading, dozing and lifting; and

- hitch-mounted, PTO- or hydraulic-powered compact backhoes for servicing utilities, installing footings and other excavation work in close quarters.

Other attachments which make compact tractors efficient power sources for tree service and forestry:

- hitch-mounted tree planters for

reforestation, windbreak and hedgerow plantings;

- PTO-powered, mounted or pull-type wood chippers for easy disposing or recycling tree trimmings and storm debris;

- PTO-powered sprayers with the capacity to reach tall trees; and

- PTO-powered mounted or pull-type log splitters and bucking saws to economically convert surplus trees and large limbs into marketable firewood.

As compact tractors have grown in popularity, the list of attachments continues to expand compact tractor uses:

- hydraulic- or PTO-powered implements sized for compact tractors, including manure spreaders, dump trailers and lawn sweepers;

- post hole diggers, for fence building and tree planting;

- mounted, PTO-driven cement mixers, for sites inaccessible to trucks and towed mixers;

- PTO-powered air blowers for

Ken Moehle is a product manager with Tractors Case IH, Racine, Wisc.