



THE NEWSLETTER

Golf Course Superintendents Association

OF NEW ENGLAND, INC.



— OCTOBER-1985 —

DATES TO REMEMBER

October 7

Regular Meeting Cancelled

October 8

GCSANE Invitational Tournament
The Kittansett Club
Marion, Mass.

October 18

N.E. Pro-Superintendent Tournament
Brae Burn C.C.
W. Newton, Mass.

November 4

GCSANE Regular Meeting
Lexington C.C.
Lexington, Mass.

November 21-22

RIGCSA/GCSAA Irrigation Seminar
Providence Marriott Inn
Providence, R.I.

—NEXT MEETING—

GCSANE
Invitational Tournament
The Kittansett Club
Marion, Mass.

11:30 Lunch

12:30 Golf

6:00 Dinner (Cash Bar Available)

Reservation Deadline w/Payment
Oct. 2, 1985

Superintendent Profile: After 32 yrs. at Kittansett the old grasscutter says he has almost forgotten where he started in the business. We have heard, however, that it was under the direction of Felix Thompson at Greenfield (Mass.) C.C. Old Lenny still plays to a respectable 10 Hdcp. when he isn't aching. Lenny resides in Lakeville.

Directions to Club: From the North take Route 495 to 195 West. Exit at Route 105 and go right off ramp to Route 6. At this intersection turn left and proceed to next set of lights. Go right to end of road and Kittansett.

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—Ethics Doing Disappearing Act—

Is your job up for grabs?

In all likelihood, it's not. And, probably, it never will be - until you see fit to make that arrangement.

However, every four or five years the job market in the golf course superintendents' profession takes off like a screaming eagle, although no one can verify the flight.

Also, rumors are flying - again. And, for all you know, those whispers and close-quarters verbal exchanges could have you going out the door. It happens. We're told it's happening around the otherwise yawning, late-season confines of the New England Golf Course Superintendents Association.

For some inexplicable reason, the approaching close of the golf season sometimes brings with it an assault on the ethical code of the association. It surfaces in backyard gossip-like sniping which signals the opening of a job and follows up with the ridiculous claim that applications for the alleged opening are being accepted.

This brings to the front a review of the NEGCSA's bylaws, specifically Article III which states: "A member shall be deemed to have violated the Code of Ethics by . . . applying for a position without the definite knowledge of its vacancy."

Furthermore: "A member of this association (NEGCSA) accepts and fully agrees to abide by the Code of Ethics and pledges himself . . . to abstain from the debasement of, or encroachment upon, the professional reputation, practice of employment of another superintendent."

Okay, that's the backdrop for this discussion. In a word, it is not in the best moral interest of the individual or the association for a member to seek a job that, in effect, isn't there. And, in doing so, he violates the trust, camaraderie and social wellbeing that membership in the NEGCSA entails.

The on-going incidences of such violation are many.

For example, not too long ago, a prominent golf course - employing a prominent golf course superintendent - experienced a severe maintenance breakdown during which several greens were lost.

That started the snowballing toward unethical behavior by several persons - within the club and on its perimeter.

First, it was rumored that the greens were lost because of sheer neglect, thus pinpointing the superintendent as the source of the problem.

Next, the rumors were escalated to a level where the superintendent's job was in the process of being lost, along with the greens. They soared to the height where he would be terminated when the normal date for closing the course was reached.

Then, just to compound the injustice, word spread that the club was accepting applications for the "soon-to-be-vacated" position. This prompted a certain amount of response, mostly from superintendents who were desperate in their attempts to change jobs.

Fortunately, the club acted quickly and judiciously. Actually, the destruction of the greens was the result of an application of inferior chemicals, whose low-level characteristics were unbeknown to the superintendent.

That cleared the situation in a hurry. Yet, the club has been caught up in a storm of unnecessary controversy. Even some of its members had been deceived by the original rumors and had to be reassured that the superintendent was blameless in the weakened condition of the greens.

No one knows who started this vicious string of falsehoods which preyed on the

Ethics con't. on page 3—

Golf Course Superintendents Association



Sponsors and administrators of the Troll-Dickinson Scholarship Fund - Awarded yearly to deserving Turf Management Students.

President's Message

Donald Hearn
October, 1985



The GCSAA has asked all chapters wishing to schedule a regional seminar to do so by November 1. The Directors of the GCSA of New England feel the following would have the most appeal to our members: Advanced Irrigation System Management, Basic Horticultural Methods for the Golf Course Superintendent, Basic Turfgrass Botany and Physiology, Budgeting and Forecasting, Disease Identification and Control, Familiarization with Accounting Procedures, Financial Management, Golf Car Fleet Operations, ID of Turfgrasses and Varietal Uses, Insect Identification and Control, Insect Pests of Turf and Ornamentals I: Introduction to Principals of Control, Managerial Productivity, Negotiation, Personal and Managerial Productivity, Personnel Policies and Procedures, Plant Nutrition, Ornamental Pest Management. Basic Horticultural Methods for the Golf Course Superintendent, Budgeting and Forecasting, Familiarization with Accounting Procedures, Negotiation, and Personal and Managerial Productivity are one day seminars. All the others are two day seminars. If there is enough interest GCSAA can custom design a seminar to meet our needs. Please call or drop me a note by October 21, letting

—CHIP SHOTS—

A pro-greens Superintendent Appreciation day was held recently at the Gannon G.C. in Lynn. Tournament proceeds were presented to GCSANE member Steve Murphy and Golf pro Mike Foster . . . Last month's pictures of Dr. Troll and company were lent to the editor by Dean Robertson, Kernwood C.C. Dean has quite a few oldies in his files and every now and then we'll publish a few . . . A handful of GCSANE members ventured West to the joint meeting w/the CGCSA at Wampanoag C.C. Sept. 10 in West Hartford. The rain held off all day and, although wet, gave us the chance to have a great luncheon buffet and play on a real fun golf course. Host Superintendent Bob Johnston served

me know which topic you would be most interested in. It is expected the seminar would be scheduled for some time in November 1986.

The GCSA of New England Nominating Committee will be chaired by Tom Schofield. Other members of the committee are Gary Luccini, Gary Mondor, Dean Robertson and Dick Zepp. Anyone having suggestions for future board members should pass them on to the members of this committee.

Printed elsewhere in this issue of the NEWSLETTER are bylaw changes submitted by the Bylaws Committee. The effect of the changes would eliminate the position of 2nd Vice President and allow a grace period for a board member who may become unemployed. These changes will be discussed and voted on at the November meeting. Any comment or question on these changes should be addressed to Dave Barber, chairman of the committee.

As many of you know GCSAA began television advertising promoting the golf course superintendent in August. Commercials were shown during the PGA Championship, Buick Open and Inside the PGA TOUR. All the ads were aired on ESPN. Reaction to the concept has been very positive. I would be interested in hearing from anyone wishing to comment on what was done as well as ideas for the future.

up some of the best turf we've played on this year. Guest speaker was GCSAA Board Member Don Hearn (CGCS, Weston G.C.) who concentrated his comments on the progress and changes in the certification program and updated us on the status of the GCSAA Mid Year Show in Indianapolis . . . member Frank Murphy (C.C. of Halifax) was seen coming off the course w/a very dejected look on his puss. Must be that his son (who attends school in the area) lightened Frank's pockets during their match at Wampanoag . . . Thanks again Bob Johnston! . . . Anyone willing to host a regular meeting in 1986 please contact Don Hearn or Steve Murphy . . . Crestview C.C. sounds like a must in '86 - What do you say, Gary? . . . Mel O'Kelly and daughter Beth won the state Father-Daughter Championship held at Dedham C.C. last month with a 74 - Congratulations !!

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—LAST MEETING—

Wannamoisett C.C., Rumford, R.I.
September 3, 1985

New Members Voted in:
Bill Rolland, Ass. Member
Mt. Pleasant G.C.
Tom Bachli, Ass. Member
Holden Hills C.C.

1st Readings for:
Jeffrey Carlson, Regular Member
Ocean Edge G.C., Brewster, Mass.
Stephen Carr, Regular Member
Pocasset G.C. Pocasset, Mass.

Our congratulations to Bill & Tom - Welcome aboard and hope to see you at future meetings.

Many thanks to Host Super Neil Wendell for a superbly groomed golf course. (Wannamoisett has been designated one of the top 50 golf courses in the country by "Golf Digest" magazine).

Although Ye Ed was unable to attend after golf activities, my understanding was that the meal and program were both outstanding.

Golf results were unavailable at press time.

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— The Super Speaks Out —

(Welcome to The Super Speaks Out - a monthly feature which offers the golf course superintendent a forum to express his views on topics and issues relating to his profession.)

This month's question: How important is it for members to participate in the New England Golf Course Superintendents Association and if need be, shouldn't members be required to attend a minimum number of group meetings during the calendar year?

Kevin Osgood, Newton Commonwealth Golf Course: "I've always thought being a member of the association is a big plus - both for my knowledge of my job and methods to improve the way I do it. Consequently, it's a big plus for my golf course, too.

"I make a point to make all the meetings. I realize everyone can't get away all the time. However, I think the benefits of going far out - weigh the inconvenience that may have to be considered.

"I just get a lot out of seeing other courses, observing what the other guys are doing on their courses and perhaps taking advantage of the varying degrees and amounts of expertise I come in contact with. I just can't say enough for the education benefits that come with regular participation.

"I'm not too sure about making attendance at meetings a requirement for association membership. However, I don't see any reason why someone couldn't make at least three meetings a year. Heck, if anything, it keeps you in touch with the times. That's important, mighty important in this day and age."

Max Mierzwa, Chicopee Country Club: "I think we have the ideal setup with our schedule of meetings - in the summer and winter. Just the exchange of ideas is worth any trip I have to make.

"Actually, I enjoy playing somebody else's course. For one thing, I'm relaxed there. Besides, it doesn't hurt to get away from your own course, even if it's only one day a month.

"Whatever the situation, I try not to miss getting together with the rest of the guys. There's just too much to learn out

there and we have the kind of membership that pulls together - for the good of the profession.

"As for required attendance, I say no - simply because I think it's up to the individual if he wants to take advantage of this golden opportunity. Actually, guys missing the meetings only are hurting themselves, because there's so much to get out of them."

Dave Comee, Winchendon Country Club: "You're talking to the wrong person, because I don't make nearly as many meetings as I would like.

"I'd say I'm lucky if I'm able to get away twice a year. I know this sounds like a copout, but this job is a seven-day-a-week situation. Our course is owned by a private school and the golf course is just a part of my responsibility.

"I have athletic fields to take care of and off-campus residences. You name it and my hand is in there. It's just the nature of this job, so free time comes hard for me.

"Anyway, this doesn't mean that I don't miss going to the meetings. I'm all for them and, on the few occasions I can make one, I get as much out of talking and observing as I can. The educational benefits of being a member of our association really hit the nail on the head.

"For obvious reasons, I can't endorse a meeting requirement move. I think missing meetings for a legitimate reason is punishment enough."

—Ethics con't. from page 1

job security of the unsuspecting superintendent and left him with many a sleepless night until the matter was resolved. Neither does anyone know why such situations develop.

It could be that members, within the confidential walls of club directorship, are the culprits - especially in the case of maximum-salaried superintendents being sacrificed in order to hire someone who comes at a cheap rate at the bottom of the profession's ladder.

Then, too, over-ambitious colleagues of the targeted superintendent could plant the seeds and see them grow to the point where they might sneak into a better-paying position.

Regardless of where the instigation lies, somewhere in the disgusting turn of events the association's Code of Ethics has been violated and some form of disciplinary retaliation should be launched when the perpetrators are discovered. In any case, the incidence of those violations is a black mark on the profession. Certainly, it is a revolting development.

—GERRY FINN

Mike Legere, Holden Hills Country Club: "I've always thought any participation in the association is of value to members. I try to attend as many meetings as possible, but there are times when I just can't get away.

"I'm in favor of as much educational input at meetings as we can arrange because the superintendent must always be aware of the changing times and keep in step with them. The association is our meal ticket in that respect.

"Requiring members to make a certain number of meetings is touchy. Travel can be rough, especially on people from Central and Western Massachusetts. Seems we get to travel the longest, more often. So, I'd like to see more meetings out our way.

"At any rate, participation in the association's activities gets a solid endorsement from me. I figure every other superintendent should feel the same. There's no reason why he shouldn't."

—GERRY FINN

—Position Wanted—

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