



THE NEWSLETTER

December 2003

of the *Golf Course Superintendents Association of New England, Inc.*

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

Donald Hearn's commitment to profession results in GCSANE Distinguished Service Award

There are awards, and then, there are Awards. According to the mindset of the Golf Course Superintendents Association of New England, the ultimate of the species is its Distinguished Service Award. In recent years, some of the award's recipients have lapsed into a mild quandary when informed of their selection and the high honor awaiting them at presentation ceremonies.

For example, 2003 winner Leon St. Pierre expressed surprise bordering on disbelief upon learning of his good fortune. "I'd put all the 'stuff' I did for and in the best interests of the association out of mind," he said. "I suppose all of this is for something I did when I was president. I never thought about it that way."

Enter Don Hearn, CGCS, winner of this year's DSA. He admits the award is one of the highlights of his career. "It's great . . . wonderful," he piped. "It comes from my peers which makes it even nicer. But, really, all I did over the years was chase a dream, catch it and try to hold onto it for as long as I can. I've had only one goal in my life. That goal was to be what I am."

What Hearn is and always has been is the consummate golf course superintendent. Presently he guides the maintenance program at the Vesper Country Club, just his third stop as head superintendent in a 35-plus year career that began on a tight-rope when he divided his time between working in the pro shop and on the golf course at the Woburn Country Club.

Most of those colleagues, who will be aboard when Hearn eases into the spotlight at next month's annual GCSANE meeting, agree that he stands as a champion of

their profession. That's evident because Don is no ordinary superintendent.

His deep involvement in the legislative wing of the profession at the local and national level makes Hearn someone special. Not only did he cover all the steps to presidency of GCSANE with distinction, he carried it over to the national level as a director and eventually president of the Golf Course Superintendents Association of America (GCSAA).

Don shrugs off that resume as if it were expected of him. "I know it sounds crazy, but when I first came into the

business I said that one day I wanted to be GCSAA president," he remarked.

"I thought I had something that I could contribute to my profession. It's just the way I feel about the superintendent's part in golf. I wanted it to be better. I have no idea whether or not I made any headway in those desires."

That's a laugh. Although Hearn claims all he did was take flak and do some glad-handing while he was president, the record shows that all the in-house improvements in the year (1987) he served at the top developed into landmark happenings for the national. Revamping the certification program and cementing relationships between home pros and superintendents were starred items.

Distinguished service has been a Don Hearn trademark from the time he was

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*Donald Hearn, CGCS
Vesper C.C.*

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introduced to golf as caddie for his father at the Woburn Country Club. "I was nine years-old and the game appealed to me from the very start," Don recalled. "When I got to high school, I spent summers working in the Woburn pro shop, springs and falls on the golf course. The decision was easy when I began to think about my future. Working outside was just what I wanted."

After high school, Hearn moved on to maintenance crew jobs at the Thompson Club and Bellevue Country Club before entering the Winter School at Stockbridge in 1968. Next came his first head superintendent assignment at the Lexington Country Club, followed by a 29-year run at the Weston Golf Club. When that eventful relationship came to an unceremonious end in 2000, it didn't take long for both parties to realize Don's presence and expertise were a perfect fit for Vesper.

Don reflected on his departure from Weston only briefly. "It's unfortunate that personalities play a part in job survival," he said. "But personality in itself has become a factor in the superintendent's working environment. It's a blessing and a curse. Some succeed because of it; some don't."

GCSANE announces nominations for 2004 slate of officers

The GCSANE Nominating Committee has nominated its slate of officers for 2004. The committee is: Ron Dobosz, Chair; Arthur Silva, CGCS; Kevin Osgood; Ron Kirkman; and Robert DiRico, CGCS.

The following is the slate of officers:

- President Michael Hermanson
- Vice President Pat Kriksceonaitis
- Secretary Russell Heller
- Treasurer Ronald Dobosz
- Trustee Leonard Curtin
- Trustee Jason Adams
- Trustee David Comee
- Finance Arthur Silva, CGCS
- Golf James Small
- Education Patrick Daly, CGCS
- Newsletter Michael Stachowicz
- Past President James Fitzroy, CGCS

Because of his exposure to all levels of his profession, Hearn speaks with authority on the changes he's seen over the years as the superintendent attempts to strengthen the relationship between him and his members.

"Most of the changes are good," he told. "Most people have come to appreciate the technology, the expertise that goes into getting the superintendent's job done," he continued. "They also realize there are reason and knowledge behind what it takes to satisfy them. However, we have to keep getting our message out to golfers that education and experience are two of the most important tools in our business."

Hearn believes golfers have great expectations when it comes to course condition. "It will always be that way," he added. "It's that old story about what they see on television and the reality of real life golf. TV golf courses, to many, are a measuring stick in course comparison."

"Most golfers are very reasonable. But there's always the vocal minority that asks for too much. They even claim they're willing to pay for it. They think money can buy anything, including the condition of the golf course. Not always true."

Job changes, although few, haven't crimped the lifestyle of Don, his wife Joan, and their children (Donnie, a design artist in New York, and Kristen, a nurse in California). "The first 25 years in Woburn, the next 33 in Chelmsford, and still counting," Don quipped. "It's working for us, working for me. Really, I like being what I am."

GERRY FINN

CALENDAR . . .

- January 13 **GCSANE Annual Meeting**
Blue Hill Country Club
Canton, Mass.
Supt. - Vincent Iacono
- February No February Meeting
due to conferences
- March 24 **GCSANE Monthly Meeting**
Framingham Country Club
Framingham, Mass.
Supt. - Pat Daly, CGCS
Guest Speaker - Dr. Scott Ebdon

Former Newsletter editor 'Captain Kirk' distills the state of our profession into a 'New Year's Wish'

Editor's note: We received a letter from Scott Reynolds, Bill Spence, and Bob Dirico that was an idea for a story about the current state of our profession from a personal perspective. We asked former Newsletter editor Ron Kirkman to take the piece and run with it. The Newsletter would invite any quick notes or responses to start a conversation. The piece will be posted on GCSAA.org so responses can be posted there or an e-mail sent to mstachowicz@gcsane.org. We will put the responses together for an upcoming Newsletter.

The holiday season and the advent of a New Year are good times to take stock of ourselves and our industry. Getting back to basics is important. The fundamental situation we wish to address herein is a seeming decline of camaraderie among our members.

GCSANE NEWS

It wasn't that long ago that the Boston area was one of the most stable and most hospitable regions of the country in which to practice our profession. Our cornerstone leaders such as Norm and Bob Mucciarone, the Sperandio brothers, Manny Francis Sr. and Jr., Don Hearn, Arthur Silva, Bob Grant, Bob Piantedosi, and Tom Curran "led the league" in camaraderie, support of our fellow superintendents on professional matters, and "unusual" events such as ice hockey games in Walpole. (The Bruins we weren't!)

Today, a lot of that seems to be gone, or at least diminished. Sure, we still play golf together. But we used to find more time to talk, to share ideas informally, and to generally be better neighbors to each other. Phone conversations were frequent concerning turf diseases, effective chemical usage, winter damage, protection against the ravages of drought, and how to respond to member complaints and questions. Not so much of that exists anymore.

Some of this may be caused by an overly competitive relationship amongst

ourselves and our clubs, caused by economic challenges and career aspirations. Sadly, it seems today that many calls among us are not for the purpose of improving the profession, but rather for negative purposes such as trying to hire away key employees of others, or to discuss who might be losing a job, or what the lawsuit of the week will be.

We need to regain our camaraderie and mutual support. We need to stabilize rather than destabilize job security. We need to take a long, hard look at ourselves, our association, and the industry as a whole. We need to mentor our young members; they are our future.

There are many good and decent people in our business that look at the whole picture. A few seem to focus only on their narrow self-interest. Many want to improve the industry and themselves but are too busy looking over their shoulder to see who is coming at them.

Ultimately, we rise and fall, succeed and fail together as an industry and association. Self-interest may have short-term benefits for a few. They seldom last.

Sure, we still play golf together. But we used to find more time to talk, to share ideas informally, and to generally be better neighbors to each other . . . We need to regain our camaraderie and mutual support.

We can turn back the clock, redevelop our camaraderie, and continue to build our industry and association together. New Year's is the time of renewal. Does anyone remember when we were all friends?

Capt. Kirk (Ron Kirkman)

GCSANE guest speaker tackles the tax laws

Franklin Country Club

Franklin, Mass.

December 1, 2003

Tim Braceland of Edward Jones Investments was the speaker at our December meeting at Franklin Country Club. He spoke about current and future tax laws and their effect on the savings and investment strategies of members. It was worth .1 education credits.



UMass turf program building for the future

**By Dr. Peter Veneman,
Department Head,
Plant & Soil Sciences, UMass**

After many months of discussion and planning, UMass Amherst is moving forward with plans for the construction of a new building at our turf research facility in South Deerfield. Thanks to the initial support of alumni and friends, and with the guidance and direction of committed volunteers who represent the turf, sports turf, and lawn care industries, we finally have all the pieces in place to make this long-identified need a reality.

UMASS NEWS

The building itself will be a multi-purpose pre-engineered structure to meet both the immediate and long-term needs of the UMass turf team in the areas of teaching and research. The straightforward design of the building will also lend itself to future expansion as necessary. The building will be approximately 3,000 square feet, roughly half of which is open space to store and repair equipment. The remainder of the building will contain a laboratory to wash, sort, and dry plant materials; a conference room; office; and bathrooms. This facility will enable our turfgrass faculty to collaborate on a multitude of projects aimed at solving problems for the New England turf industry.

The important pieces are now in place: a site-design consultant has been hired to finalize the building design, and we expect to put the construction out to bid in spring 2004 with a targeted completion date by the close of 2004. While we have secured a strong base to work from, we will need to look for support from alumni and friends in the industry to help raise the additional funds necessary to bring the campaign to a successful close.

Over the next few weeks, a calling effort by our campaign captains will begin to open lines of communication with superintendents throughout New England to enlist financial support for our project. Looking ahead, we would like to invite you to a breakfast for alumni and friends to coincide with the turfgrass conference and show in Rhode Island in March 2004. This will be

a great opportunity to bring together as many UMass and Stockbridge alumni and friends as we can to apprise you of our success to date and to honor Joe Troll. Stay tuned for additional information.

I have been in the UMass Amherst Plant & Soil Sciences department for the last 26 years, the last three years as department head, and I am convinced

that we are a program on the move. This building project represents the first of many improvements to come. We know what we do well, and we know where we can improve and grow. Working as a team we will build this building and will move on to accomplish even more substantial projects in the future with the support of our alumni and friends in the industry.

Maine environmental & golf communities work for environmental stewardship

SELKIRK, N.Y. - In late October 2003 representatives from the Maine environmental community and golf industry came together for first-ever gathering to explore ways the two groups can work together to improve environmental stewardship on golf courses and promote participation in the Audubon Cooperative Sanctuary Program for Golf Courses. The two days of workshops, entitled "Assisting Maine Golf Courses with Environmental Stewardship," were co-sponsored by Audubon International, Maine's Dept. of Environmental Protection, and the Casco Bay Estuary Project.

Portland Country Club, Maine's only Certified Audubon Cooperative Sanctuary golf course, provided a fitting backdrop for workshop attendees. Speakers were showcased from numerous organizations, including Audubon International, the USGA, Maine DEP, Cornell University, local golf courses, and environmental consulting firms.

Day one catered to Maine's closely-knit environmental community, with representatives from the U.S. Fish and Wildlife Service, Maine DEP, Portland Water District, local environmental non-profits, and private consultants attending. The second day brought together Maine's golf industry, including superintendents and club managers, who, in some cases, traveled many hours and more than 150 miles to be present at the event. In total, nearly one hundred people participated in this precedent-setting series of workshops.

Among the developments to come out of the workshops is a new state-wide task force of environmental professionals interested in working with golf courses to help improve environmental stewardship. "From

our perspective, the formation of a task force comprised of both environmental experts and golf industry representatives is a natural approach to promoting better stewardship," says Karen Young, Director of the Casco Bay Estuary Project.

ENVIRONMENT

A sub-set of the task force will focus specifically on the Casco Bay watershed, where environmentalists, golf course superintendents and other concerned stakeholders are battling a variety of environmental concerns that threaten their quality of life and the natural heritage of the region. "Currently, our top two goals are to conserve and restore habitat, and to reduce stormwater pollution, reflecting the environmental pressures of rapid development in the Casco Bay watershed," says Young. "Audubon International's Cooperative Sanctuary Program closely mirrors the priorities of the Casco Bay Estuary Project of habitat, toxics, stormwater, water quality, and stewardship."

A modest grant program funded by Maine DEP and administered by the Casco Bay Estuary Project is available to help golf courses finance technical assistance from local task force experts to improve environmental management and stewardship of their natural resources. Audubon International is a non-profit environmental organization dedicated to educating, assisting, and inspiring people to protect and sustain the land, water, wildlife, and natural resources around them. For more information visit <http://www.audubonintl.org>, or call (518) 767-9051.

Winter of 2002-2003 yields real world results from superintendent snow mold fungicide trials

(From Turf Notes, Fall 2003, with thanks to Dr. Gail Schumann, Professor of Plant Pathology & Turfgrass Pathologist, formerly of UMass.)

Turfgrass managers were invited to test the results of the UMass snow mold fungicide trials. Some of them tested fungicide combinations that had been successful in the UMass trials. Others tested these combinations in a timing study similar to those conducted at UMass. Additional superin-

TURF SCIENCE

tendents participated in similar tests in 2001-2002, but the mild winter precluded any meaningful results. The winter of 2002-2003 produced long snow cover in most areas of New England. We thank the golf course superintendents listed below for generously sharing their results. They have had success with a number of different fungicide combinations and rates. As in the UMass timing studies, they obtained successful snow mold control at various dates following the cessation of top growth (i.e. after the last mowing).

(1) Roger Brink - Indian Ridge Country Club, Andover, Mass.

Fungicides	Rate/1000sf	Application Date	Water Volume
Heritage+	0.4 oz. +	11/20/02	2 gal/1000sf
Manicure+	3.7 oz. +		
Spectator	0.37 fl. oz.		

Results: Only greens and tees were treated. Complete disease control following very long snow cover and severe disease pressure as noted on the non-treated fairways.

(2) Jeff Corcoran - Weston Golf Club, Weston, Mass. (Each green was split, so half would receive the November 19 application and half would receive the same application on November 30.)

Fungicides	Rate/1000sf	App. Date#1 or #2	Water Vol.
Cleary's 3336+	1 oz. +	11/19/02 & 11/30/02	3 gal/1000sf
TeremecSP	6 oz.		

Results: After approximately five months of snow cover, there was no disease present after initial snow melt on greens regardless of application date. The same treatment was applied to fairways with some disease breakthrough.

(3) Kenneth Crimmings - Marlborough Country Club, Marlborough, Mass.

Fungicides	Rate/1000sf	App. Date	Water Vol.
Daconil Weather Stik+	8 fl. oz. +	11/27/02	2 gal/sf
Heritage	0.4 oz.		

Results: A single application was made because of early snow. When it melted, the fungicides were applied, followed by snow cover for the remainder of the winter. Greens were treated with Daconil+ Heritage. Tees and 5 acres of fairways were treated with PCNB. Excellent disease control (~98%) in all areas compared to the severe disease on nontreated fairways and roughs.

(4) Thomas Flaherty, CGCS - Woods Hole Golf Club, Woods Hole, Mass.

Fungicides	Rate/1000sf	Application Date
Medallion +	0.5 oz. +	December 23, 2002
Daconil Ultrex	3.7 oz.	

Results: Application of this combination to all greens provided essentially complete disease control with moderate disease pressure in the Woods Hole area.

(5) Mark Fuller, CGCS - The Connecticut Golf Club, Easton, Conn.

(Each fairway and green was split, so half would receive the November application and half would receive the same application in December. Water volume was 2.2 gal/1000 sq. ft. for all applications.)

Fairways	Fungicides	Rate/1000sf	App. Date #1 or #2
2,3,9	Heritage+	0.4 oz. +	11/19/02 & 12/18/02
	Chipco 26GT	0.8 fl. oz.	
11,15,16	Compass+	0.2 oz.	11/20/02 & 12/18/02
	Banner Maxx	2 fl. oz.	
1,17,18	Chipco 26GT+	8 fl. oz. +	11/19/02 & 12/19/02
	Daconil Ultrex	5 oz.	
4,6,7	Lesco 400 Flo (PCNB)	12 fl. oz.	11/20/02 & 12/19/02
Greens	Fungicides	Rate/1000sf	App. Date#1 or #2
2,3,4	Heritage+	0.4 oz. +	11/21/02 & 12/18/02
	Daconil Ultrex	5.4 oz.	
PG, 11, 15	Compass+	0.2 oz. +	11/20/02 & 12/18/02
	Banner MAXX	2 fl. oz.	
8,12-14, 16-18		(one application, entire green)	
	Compass+	0.2 oz. +	11/20/02
	Banner MAXX	2 fl. oz.	
1,5,6,7,9,10		(one application, entire green)	
	Heritage+	0.4 oz. +	11/21/02
	Daconil Ultrex	5.4 oz.	

Results: All greens were free of snow mold regardless of application date (about one month apart) with 73-79 days of snow cover. Fairways were equally clean regardless of when treated. There were a few small spots here and there. The #4 fairway was not treated to serve as a check and had severe disease. The #12 fairway

was not treated because of early snowfall. The wetter side had severe disease, but the higher side, which is dry, was fairly disease-free despite no treatment.

Conclusions:

The results from several years of UMass studies as well as these superintendent experiments demonstrate that:

- You can get winter-long control from a single application if you choose the right fungicides. Combinations from different chemical groups are most effective, but there are many to choose from.
- Wait until the turf leaf blades have stopped growing, but they are still green and capable of absorbing the penetrant (systemic) fungicides. Use enough water in the application to get good coverage.
- We used 2.5 gal./1000 sq. ft. in the UMass studies. The superintendents above used from 2-3 gal./1000 sq. ft.

Disclaimer: Where trade names are used for identification, no product endorsement is implied nor is discrimination intended against similar materials. The authors of this newsletter have compiled the most reliable information available at the time of publication. Due to constantly changing laws and regulations, neither UMass Extension nor the Universities of Massachusetts, Rhode Island, New Hampshire, Vermont, Maine, or Connecticut can assume liability for recommendations. *The pesticide user is responsible for reading and following the directions on the label. The user of this information assumes all risks for personal injury and property damage.*

Superintendents participated in similar tests in 2001-2002, but the mild winter precluded any meaningful results.

DIVOT DRIFT...announcements...educational seminars...job opportunities ...tournament results...and miscellaneous items of interest to the membership.

MEMBERSHIP

Proposed for Membership: Jeffrey Power, Superintendent, Woburn C.C.

New Members: Sean R. Belanger, Asst. Supt., Concord C.C.; Patrick Van Vleck, Asst. Supt., Norfolk G.C.; BASF, Friend; Bob York, BASF, Affiliate.

GCSANE NEWS

The 9-Hole budget meeting will be at 9 a.m. Tues., Jan. 27, 2004 at Whitinsville G.C. All 9-Hole superintendents welcome. Call Paul (508-234-2533) to be put on the mail/fax list or for questions.

The Nor'easter Hospitality Suite will be Feb. 12, 2004 at San Diego Marriott Hotel & Marina, 6-8 p.m.

The Newsletter is looking for stories about you from local sportswriters. Please take advantage of this way to get your name out there. E-mail the Newsletter the contact information for the sportswriter and an idea on a story, and we will take care of the rest. The goal is to build relationships between superintendents and the local media.

Don't forget to visit www.GCSAA.org and record education points for the Franklin G.C. meeting.

Make sure your course is reporting its water usage to the DEP. The yearly report and fee of \$100 is essential to avoid fines. We know of two courses that have been fined \$8-10,000 and eight other courses that are under review.

A meeting site is needed for April 2004. Please contact Dave Comee.

The Massachusetts Golf Association has asked GCSANE for advice about a superintendent-oriented session for their spring conference. The idea from the December meeting is to have someone from the GCSAA speak about supplying the superintendent with tools needed to succeed. Other ideas can be forwarded to any board member.

Six volunteers are needed for IPM training sessions at two home/garden centers in April. Both on Saturdays; one in Woburn, the other in the Sharon area; three needed for each session. It is a great chance to work on public speaking and meet people. Contact Pat Kriksceonaitis if interested.

In other IPM news, Pat Kriksceonaitis is working with Mary Owen on an IPM fact sheet. Anyone with special insight into this summertime weed is welcome to contact Pat with their two cents.

Advertisers are still needed for The Newsletter for 2004. Please contact Julie Heston.

PERSONAL NOTES

Congratulations to Dr. Joe and Lonnie Troll on their 60th wedding anniversary.

Our condolences to Malcolm and Neil Wendell and family on the recent passing of Dorothy Wendell.

GCSAA NEWS

GCSAA Information Packets & Mini-Packs.

An information packet is a compilation of articles on one topic that have been bound in a handy reference tool. A mini-pack is a smaller compilation. Articles for are gathered from Golf Course Management magazine, Chapter Publications, the USGA Green Section Record, and other sources. For topic lists, prices, and ordering information visit the GCSAA web site's Resource Center at: <http://www.gcsaa.org/resource/infopacks/infopacks.asp>.

FOR SALE

Dave Comee has 10 gallons of Evergreen Plus Turf Dye and about 5 gallons of Lesco Green Turf Dye. It is free if anyone wants it. Call 978-297-2339.

Toro Hydroject 4000 (354 Hrs.) - \$8,000 or best offer; **Terra Drum Aerifier**-\$500/b.o.; **Toro GM300** without cutting units - \$500/b.o.; **Ryan Renovaire** - \$1,500/b.o.; **Little Bubba Cement Mixer** (never used) - \$3000. Call Matt at Twinhills C.C. (413) 567-3059 from 6 a.m. - 2 p.m.; e-mail: mbirdie33@aol.com.

POSITION OPENINGS

Head Mechanic/Shop Manager, Bass Rocks G.C., Gloucester, Mass. Must have organizational skills and positive attitude. Position is responsible for maintenance of all equipment associated with operation of an 18-hole private golf facility. Previous experience with golf course equipment a definite plus. Must have thorough knowledge of reel grinding and backlapping. Benefits include competitive hourly rate, health insurance, vacation, sick time, and holidays. Position open until filled. Send resume to: Chris Donato, Golf Course Supt., Bass Rocks G.C., P.O. Box 303, Gloucester, MA 01930; 978-283-7774.

Golf Course Mechanic, Quidnessett C.C., N. Kingstown, R.I. Quidnessett C.C. is a privately-owned, private 18-hole club that hosts 30,000 rounds per year. The majority of equipment is Jacobsen. The club is looking for someone who is highly motivated and able to prioritize equipment repair and maintenance. Two years of experience as golf course mechanic preferred. Individual must have thorough knowledge of reel grinding and daily set-up. The qualified applicant will be organized and able to work under a variety of conditions. The position is full-time, and includes health insurance, 401k plan, paid vacation, and meals. Salary is commensurate with experience. Send resume to: Brian A. Cromack, Golf Course Supt., Quidnessett C.C., 950 North Quidnessett Rd., N. Kingstown, RI 02852; phone: 401-885-7144; fax: 401-884-2306. The position is open immediately, and open until filled.

Golf Course Superintendent, Stonington C.C., Stonington, Conn., is an 18-hole golf course surrounded by woods and wetlands in rural Stonington. The private club has 300 golfing members, playing 15,000 rounds per year. Duties include lead-

ing development of the golf course and supervising a staff of 15. Responsible for maintenance of all grassed areas on club property plus all areas through the green. Other duties include budgeting and controlling capital/operating expenses; preparing work/task schedules; purchasing equipment, supplies & services; overseeing capital improvements; and hiring and training the crew. The position reports to the green committee chairperson. A degree in turf management, horticulture, agronomy, or related field is required. Candidate must have a minimum of five years of golf course supervisory and maintenance experience. Must hold a pesticide application license from a recognized authority. Written and oral communication skills are important attributes. Salary is commensurate with experience. Benefits include paid vacation, health/life insurance, IRA, and paid professional and continuing education. Deadline for responses: Jan. 15, 2004. Please send resume to: Jack Carson, Green Committee Chmn., Stonington C.C., 396 Taugwonk Rd., Stonington, CT 06378.

Second Assistant Superintendent, The International G.C., Bolton, Mass. The International G.C. is a private golf facility consisting of two 18-hole courses. The Pines, opened in 1901, is the world's longest golf course at 8,325 yards. The Oaks, opened in 2001, was designed by Tom Fazio and was just voted #8 Best New Private Course by Golf Digest. Qualifications include a two or four-year degree, ability to obtain pesticide license, and two-plus years golf course experience. Candidate will assist in overseeing daily operations and staffing of up to 60 team members; implement chemical and fertilizer applications; assist with irrigation repair & maintenance; record keeping and assist in planning and coordination of cultural management practices. Pay is commensurate with experience, 65% health & dental. 401 (k), uniforms, local and national dues, local seminars and conferences upon approval. Deadline: Jan. 31, 2004. Send resume to: Brett R. Johnson, CGCS, The International G.C., 159 Ballville Rd., Bolton, MA 01740.

Golf Course Superintendent, Alburg C.C., Alburg, Vt. Alburg C.C. is a semi-private 18-hole course located on Lake Champlain. The course is under new ownership as of December 2003. The links style course may be seen at www.Alburg.com. Qualified candidates should have a two or four-year degree, ability to obtain a Vt. Pesticide License, and experience as head superintendent (or strong first assistant with three years of experience). Must have familiarity with New England grasses and diseases, and must be a working superintendent that places strong attention to detail. Mechanical experience is a bonus. Salary is commensurate with experience and length of working season. Benefits include health insurance (75%); local/national dues; housing may be available. Deadline for responses: Jan. 16, 2004. Send resume to: Dave Anderson, Co-owner, 207 Water Street, Chestertown, MD 21620.

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Now is the time to listen, strategize, commiserate, & plan

By Keith Happ, Sr. Agronomist

November has brought more than just cold temperatures, shorter days, and piles of leaves. The conference season has arrived and there is an abundance of information and education from which to benefit. It is time to listen to new strategies, commiserate with fellow turf managers, and plan for the new season.

causing the problem. Animals are creatures of habit; they return to the same areas in search of food. Some level of disturbance may be experienced even if white grubs have been controlled. Spot treatments may be beneficial, but be sure of the cause of the problem before application.

The second issue has been dollar spot on *Poa annua* and bentgrass. First examine the fertility plan in place before fungicidal controls are employed. A little fertilizer

can go a long way, and fall is the time to push the turf with readily available nutrient sources. If fungicide applications are necessary, use the right nozzle ensure proper coverage. Contact materials need to stay on the leaf to deliver the desired effect. If treatments are necessary, treat when the turf is dry. This aids control by allowing contact fungicides to be properly placed on the foliage where they are most beneficial.

USGA NEWS

If you haven't participated yet, take time to spend at least a day or two at your state or regional conferences. There is much to be gained from university researchers, as well as experiences of others in the field.

Recent calls have focused on two pest management issues. The first is white grub control, particularly late-season damage and whether to treat areas of the golf course. The first step is to be sure what pest is

Audubon programs certify Red Tail G.C. & TPC

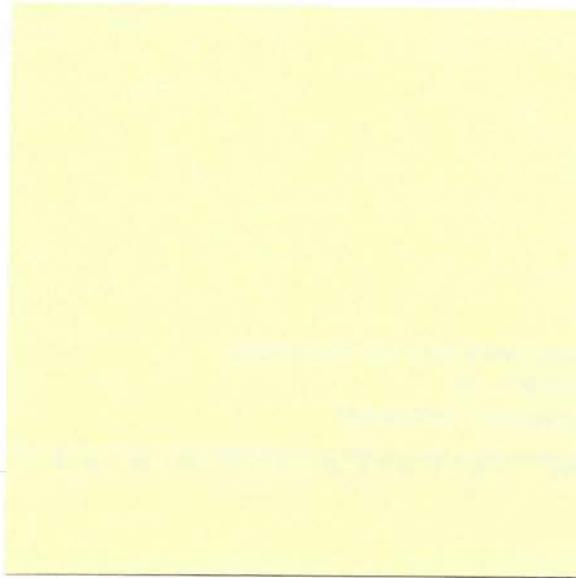
Two Massachusetts golf courses are among nine recently named as Audubon Sanctuaries.

TPC Boston was certified as an Audubon Cooperative Sanctuary, one of 2,455 properties registered in the Audubon Cooperative Sanctuary Programs. Nine Audubon-certified golf courses are located in Massachusetts.

Red Tail Golf Club in Devens, Mass. was certified as an Audubon Signature Sanctuary.

AUDUBON NEWS

For further information on this category of certification, visit www.audubonintl.org/programs/signature/members/index.htm.



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