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THE CONN. CLIPPINGS



OCTOBER 1976

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CONNECTICUT STATE UNIVERSITY
VOLUME 9 No. 4

Grass Catcher

The effects of Hurricane Belle were felt in many ways throughout Connecticut and its golf courses. Numerous trees were lost, traps were washed out, and power lines were felled. A side result of this storm was a low attendance at our August meeting held at the Hillandale Country Club and hosted by Larry Sheridan. Larry had the course in fine shape and well cleaned-up of storm debris for the meeting, held just two days after the hurricane. Many thanks to Larry and the members of Hillandale for hosting our meeting.

Our September meeting was held at Pequabuck Golf Club and hosted by Louie Dziedzic. There was an excellent turn-out for golf and an even better showing for the evening program. A fine dinner of immense proportions and excellent quality was followed by an interesting talk by Dr. Thomas Perkins, a research specialist from the Elanco Corporation. Dr. Perkins spoke on his company's Balan product and on two new products, SWARD, a wettable powder pre-emergence herbicide and EL 222, a new systemic fungicide product that is still in the testing stages. He emphasized his talk around the importance of timing in the use of pre-emergence herbicides. Soil temperature is the key element in successful use of pre-emergence chemicals. Dr. Perkins suggests the use of soil thermometers to obtain accurate soil temps so as to be able to apply these chemicals at the right time to insure the best possible results from these chemicals.

As has been noted previously, the July and August meetings were highlighted by discussions concerning the revisions of the by-laws. Many ideas were offered and have been given consideration by the By-law Committee. Changes have been made and will be offered to the membership at the annual meeting. It is hoped that everyone will attend this most important meeting to exercise their vote on the new revisions.

Bulletin on Red Pine Scale Available

NEW HAVEN — The Connecticut Agricultural Experiment Station has published a bulletin dealing with the red pine scale, an insect that is killing red pine trees over about a third of the state.

The scale was first discovered in Connecticut thirty years ago, and is presumed to have come from Asia.

The red pine is both an ornamental and commercial species in Connecticut. Once a plantation is infested with the scale, the trees inevitably die.

The scale occurs throughout much of Fairfield and New Haven Counties, southern portions of Hartford County, a western portion of Middlesex County, and at one location in New London County.

The bulletin, which is a report to the Eastern Plant Board, by a committee headed by John F. Anderson, chief entomologist at the Experiment Station, contains information on the biology and distribution of the scale.

It notes that where the scale now occurs is outside the natural range of the red pine, which is to the north. "Should the scale extend into the into the natural range of its host, red pine would become a rare, rather than an uncommon species," the report indicates.

"Potential losses of red pine are in the

"Turf Management: A Synergistic Approach" is the theme for the GCSAA Annual Conference slated for Portland, Oregon February 6 - 11, 1977. This conference promises to continue an excellent education program which offers a wide variety of topics for your selection. Along with this the annual golf tournament will be held February 3 and 4 at two fine golf courses located on California's Monterey Peninsula. Make plans to attend now!

Please note that when you receive your monthly meeting notices you must place
[Continued on page 3]

millions of cubic feet of both natural and planted stock," the report notes. Some 9,900 acres of red pine are growing in Connecticut, with a total of 42.5 million board feet of timber.

A copy of the bulletin is available from the Editorial Office, The Connecticut Agricultural Experiment Station, Box 1106, New Haven, Conn. 06504
Reprint from "News of Science"

CGSAA Learns EPA Has Lifted Ban On Mercury For Winter Disease

Apparently, a settlement has been reached between the EPA and manufacturers of pesticides containing Mercury — with Golf Superintendents coming out the real winners! Use of pesticides containing mercury were reinstated for control of winter turf diseases with two restrictions: (1) its use will only be allowed by professional golf superintendents or persons under their supervision; and, (2) it cannot be used within twenty-five feet of water where fish can be taken out for human consumption. The settlement provides for producers to phase out manufacture of mercurial pesticides used to treat summer golf turf diseases.

The easing of the ban is particularly noteworthy because of the active role played by many local chapters, GCSAA's Governmental Relations Committee and the Industrial Advisory Council. Petitions and letters expressing the superintendents' reasons for opposition to EPA's initial ban were instrumental in bringing about the revised policy. This is yet another example of the important role your professional associations can and do play in speaking on the issues of the turf industry and turf management.

Connecticut Association Of Golf Course Superintendents

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The object of this association is to promote research, education and an exchange of practical experiences in the field of turf grass culture so that the increased knowledge will lead to more economic and efficient management of golf courses and related turf areas.

The CONN. CLIPPINGS is an official publication of the Connecticut Association of Golf Course Superintendents.

Stephen G. Cadenelli, Editor
161 W. Broad Street
Pawcatuck, Conn. 02891

The Return Of The Elm

In many communities, Dutch elm disease has turned shady boulevards and scenic parks into bare, treeless areas. However, a new hybrid called the "urban elm" may be the solution to the Dutch elm disease problem. Ironically, the tree is a cross between an elm from the Netherlands and one from Siberia, and it's resistant to Dutch elm disease. In the same manner as the American elm, it grows to moderate size; is tolerant to drought, pollution and soil compaction; grows in restricted root space; grows fast in various soil types; and sports dark green foliage.

The hybrid was developed at the Agricultural Research Service's (ARS) Shade Tree & Ornamental Plants Laboratory in Delaware, Ohio. A team began developing the urban elm in the mid-fifties, crossing parent trees to obtain seedlings capable of withstanding inoculations of the fungus that causes Dutch elm disease. For the past two years under an agreement with ARS, wholesale nurseries have been testing the tree for climate adaptability. It's anticipated that the urban elm will be available in limited supplies in three years.

IGCSA Newsletter

Are Your Methods Effective?

Crew Training Techniques Matter

The kind of crew training a golf course superintendent does is the result of many decisions, conscious and unconscious. Are your training decisions still valid?

Your first decision is how much time and effort to devote to training. It involves several factors: How many people have to be trained? Have they had experience or are they new? Who will help with the training? What do you expect from your investment in training time? If you do a thorough job, will it help bring people back year after year, eventually reducing the amount of time you spend? Will thorough training improve your golf course management? Many superintendents think so.

After deciding how much time your training program should receive, the next step is deciding what to include.

Much of it is essential — how to operate machinery, what the terminology means, what needs to be done, and how — the basic information without which no one could do the job. But there is more — much more — to training a crew.

Have you considered asking the golf professional to talk to the crew about the play of the game and how it can be affected by maintenance procedures? How about encouraging the crew members to play themselves? Understanding adds perspective.

Of the many things you teach, perhaps the most essential are those procedures governed by OSHA standards. How you teach them is up to you, but it must be done correctly, or you may face legal sanctions. Some superintendents test crew members after they have read each necessary manual, and require those who don't pass to read them again until they do. Some walk their people through the procedures. However you do it, remember that a recent court ruling stated that merely telling employees that the procedures and safety measures are in a manual and asking them to read it, is not enough.

It can make a big difference in your crew's attitudes if they understand what you are trying to accomplish — the big picture. How about sharing with them your philosophy of golf course management? Does your crew know what your club's philosophy is?

Public relations is something else you can teach. Do you invest time explaining how to handle an irate golfer who has just been syringed along with the 11th green? Do you teach courtesy? Even a friendly smile from a person on a mower may save you many minutes of apologies and explanations later.

Another thing to consider is that many crew members soon know what to do, but few know why they are doing it. Do your mower operators know the physiological reasons for changing the direction of the cut on greens, or do they know only that that's the way you said to do it? People are more cooperative about following exacting directions if they understand why.

Crew training is an ongoing process, not just a week or two of concentrated instruction. The superintendent who makes it a point to see and talk with each crew member every day shows that he cares about them as people and that he cares what they are doing.

People want personal recognition and they want to progress, to feel that they are part of the organization. Crosstraining, teaching one person to do many jobs, is one good way to allow a crew member to advance, while insuring that you always have trained people for all jobs.

It is helpful to encourage questions. Communication will stop altogether if employees discover that their questions aren't appreciated or taken seriously.

One way to offer the chance to progress is to send crew members to national, regional or local training conferences. They will return better able to serve you and your club, and they also will feel that something of value has been invested in them, so they will put forth more effort. You usually can recover the cost of the conference in saved training time alone.

On-the-job education can be viewed as a valuable fringe benefit for your employees — a benefit that costs nothing extra. It helps your employees gain knowledge, a chance to earn advancement and a feeling of self-worth, and it pays in work excellence and low turnover. Remember that as people gain in knowledge and experience they want to request a job change, to advance, or to take on more responsibility.

Some superintendents fear that thoroughly teaching employees, especially assistant superintendents, threatens their own job, but many superintendents are justly proud of having trained talented people who became superintendents and moved on to other clubs. The proof of your own expertise is your ability to pass it on to others.

Whatever decisions you make about training your crew, you can be certain that they have long-range, as well as immediate, ramifications.

"Forefront"

Future Meetings

OCTOBER 12 — Monthly Meeting

Black Hall Club, Old Lyme, Connecticut
Dick Cook — Host Superintendent

Dick is easily recognized by nearly everyone in the Association. He has been a member of C.A.G.C.S. for over 24 years and has been active in many ways over these years. Prior to coming to Black Hall, Dick worked at Old Lyme C.C. and Fisher's Island C.C. He is a 1952 graduate of Stockbridge School. Over the past year Dick has initiated a tree planting program at the course and has replaced nearly 150 tons of sand in the numerous traps on this layout.

NOVEMBER 11 — Annual Meeting (luncheon)

Woodbridge Country Club, Woodbridge, Connecticut
Host Superintendent — Jack Lynch

Jack has been at Woodbridge for twelve years and has been a member of C.A.G.C.S. for the same period. Jack came to Connecticut from Utica, New York where he was superintendent at the Higby Hills Country Club. He is a graduate of Stockbridge School and has also attended the Winter School there. Jack was kept busy this year preparing Woodbridge for the Connecticut Open which was held there in August.

CHRISTMAS PARTY — December 18

Watertown Golf Club, Watertown, Connecticut

More to come later!

The Wanderlust Leaves

Ready To Flee —
The Wanderlust Leaves—
So Brazenly Free —
Propelled By A Windy Heave —
Caused The Demise
Of A Faceless Tree; —

As Summer Died —
Among The Motherless Leaves.

Frank Paladino

Grass Catcher

[Continued from page 1]

your own stamp on the return card. This change has been made due to the increase in postage that the Association faced if the old procedure continued. It is important that this card be returned if you are attending the meeting so please make the effort to mail it even though it requires your placing a stamp on it.

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At the August meeting the membership voted to raise the fee for golf from three dollars to five dollars with one dollar going to kickers and the remainder for prizes. This was done so that the winners each month would receive a prize that allowed him to purchase more than just golf balls.

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How about it! Let's see some new faces at the upcoming meeting to be held at Black Hall Golf Club. Dick Cook has always got this championship layout in top shape. Make a point to get things in order and come down to southeastern Connecticut for a good day!

Lamphere Retires Championship Trophy

Frank Lamphere, superintendent at the Aspetuck Valley Country Club, won his third superintendent's title to retire the championship trophy. Frank shot rounds of 79 at Wallingford Country Club and 80 at Hillandale Country Club. Dick Cook took second place with rounds of 82 and 78. In the net division Ed Anderson took top honors with net scores of 72 and 70 while Dave Roule finished second with rounds of 77 and 70. Congratulations to the winners and better luck to the rest of us next year.

New Members

THE FOLLOWING HAVE BEEN VOTED IN AS NEW MEMBERS OF OUR ASSOCIATION. CONGRATULATIONS AND WELCOME!

Stephen Bigoness
Superintendent
Cedar Knob Golf Club
Somers, Connecticut

Thomas Chaplick
Assistant Superintendent
Great Hill Country Club
Seymour, Connecticut

Terrance Dumbowski
Assistant Superintendent
H.B. Brownson Country Club
Shelton, Connecticut

Ten Qualities of a Leader

1. *He must be able to take criticism.* No person in a position of authority will be immune from it. He must learn to sort out the constructive, from which he can learn, and the malicious which he must ignore.

2. *He must learn to stand adversity.* Things will not always go well. Failures will happen. A good leader will bounce back.

3. *He must be able to delegate authority.* He must be able to give up power — to trust those under him.

4. *The leader must make decisions.* The person who can not take a stand does not deserve to lead others.

5. *The leader must be free from prejudices.* "Prejudice," someone once said, "is a luxury only little people can afford."

6. *He must learn to praise others, to share the credit, and to give credit where it is due.* If he tries to take credit for everything, he will not lead, he will only frustrate those under him.

7. *A leader must be able to concentrate under difficult conditions,* to keep the goal constantly in mind, to keep his head when all about him are losing theirs.

8. *A true leader will assume responsibility for his own mistakes.*

9. *Nor will he try to avoid responsibility for the mistakes of others.* He will, like Robert E. Lee, take the responsibility for the mistakes of his lieutenants.

10. *A good leader will grow and learn.* Stagnation is not leadership. Reprint from "Mid Atlantic Newsletter" Vol. XXIX, September 1976.

Survey Indicates Average Cost of Golf Course Maintenance up 9.3% in 1975 over 1974

A 1975 survey conducted nationwide by the accounting firm of Harris, Kerr, Foster & Company indicated that maintenance costs averaged a +9.3% increase over the previous year. Geographical breakdowns on percentage increase showed: East, +8.4%; South, +7.2%; Midwest, +9.3%; Far West +11.2%.

The survey also included the average maintenance cost per hole. Nationally, the overall average was \$7,962. Geographically, average costs per hole were: East, \$6,985; South \$8,442; Midwest \$7,185; Far West \$9,864.

Since 1955, the firm reported, course maintenance costs have advanced at an annual rate of nine percent. The survey was based upon 100 selected country clubs.

NGF April Golf Market Report

The Following Companies Are Contributing To The Support Of The Conn. Clippings:

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