

THE GREENERSIDE

Official Publication of the Golf Course Superintendents Association of New Jersey

Big green for the greens

by Dr. James A. Murphy

Extension specialist in Turfgrass Management,
Department of Plant Science, Rutgers

In December of last year, the United States Golf Association's Turfgrass and Environmental Research Committee awarded 10 research grants worth approximately \$1 million over the next five years to examine the construction and maintenance of golf course greens.

The goal of these research programs remains identifying the best combinations of construction and grow-in procedures, as well as post-construction maintenance practices, that prevent long-term problems, reduce environmental impacts, and produce high-quality playing surfaces.

A turfgrass research program at Rutgers will assess selected root zone mixes for golf putting greens. This research project will extend for five years at a total cost of \$100,000, co-funded by the USGA and the GCSAA. Material and volunteer support will come from the Rutgers Center for Turfgrass Science, the Golf Course Superintendents Association of New Jersey, and the New Jersey Turfgrass Association as well.

The research project is designed to investigate the following aspects of root zone construction:

1. Improvements in the recommendations for sand particle size distribution and the depth of the root zone mix in response to the microenvironment;
2. Evaluation of a variety of composts (organic) and inorganic additives for root zone mixes compared to commonly used peat sources;
3. The potential of various root zone mixes to reduce management and resource inputs; and
4. Monitoring the physical, chemical, and biological changes that occur as root zones (greens) mature to understand factors which contribute to the success or failure of greens.

A multidisciplinary team, including turfgrass management and pathology (Dr. Bruce Clarke), soil physics (Dr. Stephanie Murphy), chemistry (Dr. Harry Motto), and microbiology (Dr. Robert Tate), has been assembled to study the

many characteristics of putting green root zones and the processes occurring within these systems.

The influence of microenvironment has received limited consideration in the development of recommendations for root zone construction. The field research facility at Rutgers encompasses two distinct microenvironments which allow us to test the affect of microenvironment on the performance of various root zone mixes. The first phase of the project will focus on characterizing the physical and chemical properties of selected sand size distributions in combination with various organic and inorganic amendments through laboratory testing. The second phase of the project will evaluate those root zone mixes exhibiting unique properties under two microenviron-

Continued on page 4

In this issue



<i>Editorial</i>	2
<i>President's Message</i>	3
<i>GCSANJ News</i>	5
<i>LaFlamme & Essex Fells to host NJ State Open</i>	8
<i>Coming to a golf course near you!!</i>	10
<i>Golf course management, people management</i>	12
<i>The MetGCSA elects John J. O'Keefe</i>	18
<i>X-marks the spot</i>	22
<i>Back nine</i>	26

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Ilona Gray, Editor

Newsletter Business Staff

Ken Krausz, CGCS

Contributing Writers

Douglas Vogel,

Edward Walsh, CGCS, Shaun Barry

Steven Malikowski, CGCS

Please address inquiries to:

Editor, The Greenside

P.O. Box 3672, Wayne, NJ

07474-3672

For Ad Placement: Judy Policastro

(201) 379-1100

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908-787-0786 • FAX 908-787-7212

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SUPERINTENDENTS**

ASSOCIATION OF NEW JERSEY

66 Morris Ave., Suite 2A

Springfield, New Jersey 07081

201-379-1100 • FAX 201-379-6507

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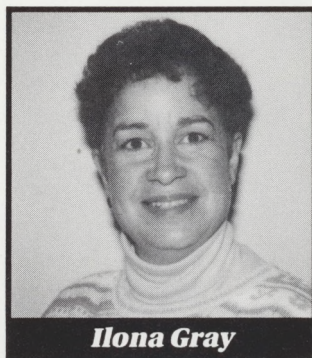
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EDITORIAL



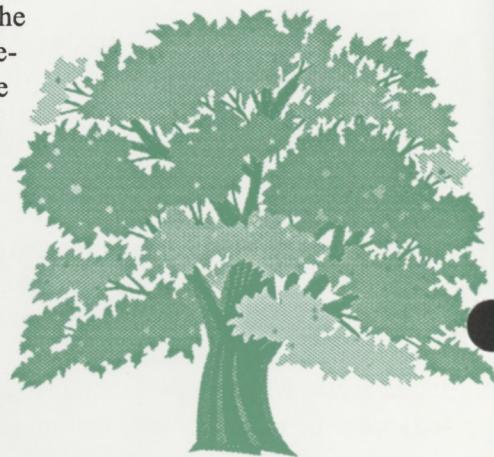
Ilona Gray

Seven

by Ilona Gray

There are seven days in the week and Snow White was rescued by seven dwarfs. "Seven Samurai," "The Magnificent Seven," and "Seven Brides for Seven Brothers" are titles that are buried somewhere in the "seven lobes" of my one brain. Even my local phone number is composed of seven digits. There was a movie released last season that was just called "Seven," and it dealt with the seven deadly sins. Seven has something to do with a dice game, and the number is sometimes lucky and sometimes unlucky. I don't have a clue why, but we as a society and as a profession have a real preoccupation with numbers.

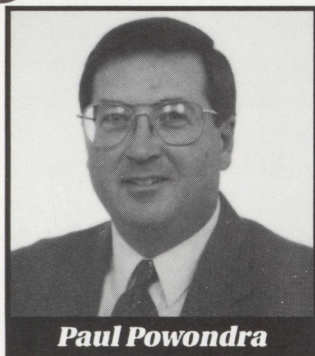
So seven it is. I read in David Shaw's "Newsletter for the Monmouth County Shade Tree Commission" that there are seven ways to help trees grow faster and stronger. These same seven steps are applicable to associations as well as trees, and I would like to share them with you.



1. **Plant at the Proper Depth:** This, of course, varies for each species, location and size of the tree. To build an organization, the depth of its members and the commitment of its founders vary with each initiative.
2. **Retain the Low Limbs:** Do not prune off the low limbs in the first few years of growth. They will eventually be shed, but are needed to help increase the tree's strength. No organization can prosper if the low limbs, or apparently less active members, feel excluded or are cut off.
3. **Mulch:** It conserves water, eliminates weeds, and reduces extremes in soil temperature. When you are nurturing an organization, resources are always in short supply, and you must make certain that you avoid waste or running into extreme demands and not having the where-with-all to cope.
4. **Irrigate:** Provide adequate moisture to avoid stress. Adequate is not too little and not too much. In an organization, too many resources at the wrong time or too little can wreak havoc and even kill the roots of an organization.
5. **Control the Weeds:** Sometimes competition is good for an organization, but weeds generally don't help.
6. **Fertilize:** Young trees can be stimulated with fertilizer, especially nitrogen in a slow release formulation. Young organizations need to have energy and

Continued on page 4

PRESIDENT'S MESSAGE



Paul Powondra

A simple thank you

If you have ever wondered why you are a member of the GCSANJ, please read the letter we received from Katherine Leslie. It answers you far more eloquently than I could. The GCSANJ is a caring, thinking, and doing group of men and women dedicated to their profession and to each other.

"It has been a year since my husband, Bob Leslie, was killed at the Montclair, New Jersey Post Office. Bob was a wonderful man. For those of you who did not know him very well, I can tell you that he was the most gentle, thoughtful, loyal, and humorous friend and father you could ever find. Even as my husband, he was still my best friend.

"Bob truly loved his work and now it's quite clear to me why. During this year I have received such incredible support from the many members and associates of W.A. Cleary Chemical Corp., the Metropolitan Golf Course Superintendents Association, and the Golf Course Superintendents Association of New Jersey. The generous contributions to the Bob Leslie Fund and the kind expressions of sympathy have enabled me to realize that I still have, in many ways, a good life. I guess Bob realized that he was fortunate to have worked in an industry with a big heart.

"I would like to share with you all a verse that mirrors my feelings about the many people whose kindness made such an impact on me and my two daughters:

" 'There have been angels in my life. While they haven't arrived with a blast of trumpets or a rustle of wings, I've known them just the same. They performed their acts in human guise, sometimes borrowing the faces of family and friends, sometimes posing as well-meaning strangers. You have known them, too, when just the right word was needed, when a tiny act of kindness made a great difference . . . or perhaps you heard a voice whispering in a night of sorrow, the words not quite clear but the meaning unmistakable—There is hope . . . There is hope.'

"I am truly grateful."

Kathy Leslie

Calendar

- May 29 May Monthly Meeting,** Jumping Brook C.C., Neptune, NJ. Host: Edward Mellor. Contact Judy Policastro, (201) 379-1100.
- June 1 Introduction to Wetland Identification.** Cook College Office of Continuing Professional Education. Contact (908) 932-9271.
- June 18 June Monthly Meeting,** Flanders Valley, Flanders, NJ. Host: Frank Polizzi. Contact Judy Policastro, (201) 379-1100.
- July 16-17 The 76th Open Championship** (NJ State Golf Association), Essex Fells C.C. Host: Dick LaFlamme.
- July 22 July Monthly Meeting,** Forest Hill Field Club, Bloomfield, NJ. Host: Geoffrey Drake. Contact Judy Policastro, (201) 379-1100.
- July 31 Rutgers Golf Turf Research Field Day.** A special turf day for golf courses at Cook College, Hort Farm II, New Brunswick. Contact Dr. Bruce Clarke, (908) 932-9400.
- Aug. 7-8 Penn. State Turfgrass Field Days.** Joseph Valentine Turfgrass Research Center, Penn. State, University Park, PA. Contact Penn. Turfgrass Council, (814) 863-3475.
- Oct. 8 The 31st Annual Turfgrass Equipment, Irrigation, and Suppliers Field Day,** Rutgers Stadium Golf Course, Contact Judy Policastro, (201) 379-1100.

Seven

Continued from page 2

support provided in a steady pattern as well.

7. Prevent Line Trimmer/Mower Injury: Young trees' bark is tender and mechanical damage may never heal properly. In organizations, this would be similar to emotional damage. These early wounds may never heal and work toward the premature destruction of an organization.

Seven may be a special number in our culture. Some say

it's because that is the longest list the average person can remember. I don't think so. I think seven is special because it balances two odd numbers, three and three with a fulcrum in the middle. With a fulcrum you have a lever and with a lever a single effort can magnify its force. One person with a lever can lift tons. So seven is a powerful number for an organization only if it remembers that it is the purpose of the lever to lift and to do the tasks that an individual alone cannot.

Big green for the greens

Continued from page 1

ments in the field. The first phase of the research is expected to take 18 to 24 months to complete; the second phase is expected to run approximately 36 months.

Our goals in this research include:

- refining the recommendations for greens construction regarding sand particle size distribution, selection of or-

ganic matter, and, potentially, inorganic source, organic matter content, and microenvironment;

- improving the recommendations on management of greens constructed from various root zone mixes to minimize resource input;
- developing a greater understanding of the functioning and required management of putting greens.

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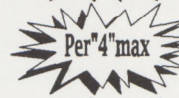
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GCSANJ NEWS

GCSANJ WELCOMES NEW MEMBERS

The Greenside welcomes the following new GCSANJ members:

Scott Binkley	D	Michael McNeill	B
Forge Pond County GC		Wheat Road Golf	
Brick, NJ		Vineland, NJ	
Thomas Breiner	A	Chris Myers	B-1
Fiddler's Elbow CC		Forsgate CC	
Far Hills, NJ		Jamesburg, NJ	
Michael Candeloro	B-1	Dick Neufeld	C
Brooklake CC		E/T Equipment Co.	
Florham Park, NJ		Croton, NY	
Robert M. Donofrio	B	Richard Oates	B-1
Shadow Lake GC		Metedeconk National GC	
Ed Bank, NJ		Jackson, NJ	
John H. Fowler	B-1	John R. Pearl	B-1
Hackensack, GC		Forsgate CC	
Oradell, NJ		Jamesburg, NJ	
Thomas B. Godfrey	C	Herb Phillips	B-1
A.C. Shultes, Inc.		Cape May National GC	
Woodbury, NJ		Erma, NJ	
Tom Hannigan	A	Joseph Reardon	B-1
Rancocas GC		Woodbury CC	
Willingboro, NJ		Woodbury, NJ	
Craig Kinsey	B-1	Tom Sauer	C
Copper Hill CC		Bruedan Corp.	
Flemington, NJ		Chester, NY	
William J. Lahr	C	Gary Shupper	B
Moon Nurseries Inc.		Fiddler's Elbow CC	
Yardley, PA		Far Hills, NJ	
Tim Mariner	B-1	David Tullio	C
Hominy Hill GC		Professional Greens &	
Polts Neck, NJ		Turf Aerification Inc.	
David McCallum	B-1	Safety Harbor, FL	
Bamm Hollow CC			
Lincroft, NJ			

Mark Wallace B
Minebrook GC
Hackettstown, NJ

John T. Wendorf C
Sandoz Agro Inc.
Wilmington, DE

Markus Wittlinger B-1
Preakness Hill CC
Wayne, NJ

CHANGES IN MEMBER CATEGORY

John Fenwick B to A
Fiddler's Elbow CC
Far Hills, NJ

Vivian "Tony" Gordon B1 to B
Madison GC
Madison, NJ

Chris Holenstein B to A
Mt. Tabor CC
Mt. Tabor, NJ

Khlar Holthouse B1 to B
Wildwood G & CC
Cape May Court House, NJ

Doug Larson B to A
The Riverton CC
Riverton, NJ

Peter Pedrazzi, Jr. B1 to B
Crestmont CC
West Orange, NJ

Lance Rogers B1 to B
Colonia CC
Colonia, NJ

Michael Stachowski B1 to B
Fiddler's Elbow CC
Far Hills, NJ

Continued on page 6



GCSANJ NEWS

Continued from page 5

Joe Stegman B to A
Brigantine Golf Links
Brigantine, NJ

Mike Susshine B to A
Emerson GC
Emerson, NJ

Mel Waldron, III B1 to B
Darlington GC
Mahwah, NJ

David Werner B to A
Overpeck GC
Teaneck, NJ

GCSANJ'S NEWEST MEMBERS

Jim and Chris Gurzler from Rivervale CC welcomed with love Andrew John, February 24, 1996, at 2:43 a.m., 8 lbs. 4 ozs. and 20 1/2 inches long and . . . Matthew is now a big brother.

Jane and Dave Meyer from Bowling Green GC welcomed a daughter, Alison, born April 24, 1996, weighing in at 7 lbs. 13 ozs., 19 1/2 inches long. Alison joins big brother, Kyle.

NEW JERSEY SUPERINTENDENT RECEIVES PROFESSIONAL CERTIFICATION

Joseph T. Gunson, superintendent of Bunker Hill Golf Course, has been designated a Certified Golf Course Superintendent (CGCS) by the Golf Course Superintendents Association of America (GCSAA).

Gunson has been superintendent of the Princeton, New Jersey, course since 1991. He lives at 222 Bunker Hill Rd., Princeton.

GCSAA instituted the certification program in 1971 to recognize outstanding and progressive superintendents. More than 1,400 active GCSAA members currently hold "CGCS" status.

To become certified, a candidate must have five years' experience as a golf course superintendent, be employed in that capacity and meet specific educational requirements of college credit or continuing education units. The candidate must then pass a rigorous six-hour examination covering knowledge of GCSAA and its certification program; the rules of golf; turfgrass management; pest management, safety and compliance; and financial and organization management.

As part of the certification process, an on-site inspection of Gunson's golf course operation was conducted by two certified golf course superintendents: **Jeffrey Wetterling**, CGCS, of Greenacres Country Club, Lawrenceville, NJ, and **R.K. Chip Kern**, CGCS, of Shearon Environmental Design Inc./The Mattawang Golf Club, Hopewell, NJ.

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Rutgers leading the way

by Vinnie Bracken

You could hear the excitement in Dr. Bruce Clarke's voice during his discussion at the GCSANJ Winter Meeting, held at Fairmount CC on March 12, 1996, of the new and exciting developments taking place at Rutgers University.

With the opening of Foran Hall, the new plant pathology building, Rutgers will be jumping into the forefront of turfgrass research. Some of the turf center's initiatives are to create a four-year turf program, provide eight to 10 new courses, as well as major research in endophytes, biotechnology, and turfgrass management.

The highlights of the turf center are a state-of-the-art greenhouse, a growth chamber facility and new lab office. Rutgers has also hired a number of new professors, one of

whom was present at the Winter Meeting. Assistant Professor Michael Richardson explained his area of expertise which is Turfgrass Physiology, Heat and Drought Stress Tolerance. This is just a small part of what Rutgers has in store for the future. It's a great advantage to us as superintendents to have a university in New Jersey with the resources and talent to benefit our field. We should support Rutgers at every opportunity.

Dr. Jim Murphy, who also was present at the Winter Meeting, reviewed his upcoming work dealing with USGA Specification Green Mix. Dr. Pat Vittum from the University of Massachusetts discussed prevention and control of hyperodes. Richard Buckley from the Rutgers Plant Diagnosis Lab reviewed 1995 and went over important information needed to control and prevent snow mold, which is expected to be severe this spring.

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LaFlamme and Essex Fells to host New Jersey State Open

The Essex Fells Country Club will be hosting the New Jersey State Open on July 16 through July 18, 1996. The club is very excited about hosting this premier event. The Green Department looks forward to providing the field with a firm, fast tract.

Dick LaFlamme, the golf course superintendent, has been at the helm since November 1994. He has been a superintendent for 11 years; his nine previous years were spent at Lake Mohawk Golf Club. Prior to Lake Mohawk, Dick spent three tenuous years as an assistant superintendent with **Ed Walsh** at Ridgewood Country Club. The experience was extremely valuable. "After working with Ed, greens chairmen are easy to deal with," according to Dick.

Dick graduated from the Stockbridge School of Agriculture in 1978. Before graduation he served under Steve Finamore as a placement student at Howell Park Golf Course and Hominy Hill Golf Course.

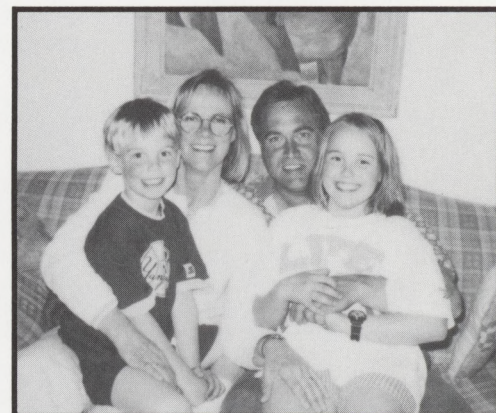
Following graduation, he did a stint in the Air Force as an

administrative specialist. It was during this time that he realized he missed the freedom and beauty of being on a golf course. His first duty station, which was Keflavik, Iceland, hastened his longing to get back to turf. After completion of the Air Force,

Dick went to see Dr. Joe Troll at the University of Massachusetts and explained how he would like to pursue becoming a golf course superintendent. Joe, with his infinite connections, made a phone call to Superintendent Joe Medeiros. Dick was interviewed and hired as a member of the crew at the Golf Club of Avon in Avon, Connecticut. He worked one year for Jim and was told that he should pursue an assistant's position. At the 1983 Massachusetts Turf Conference, Jim introduced Dick to Ed Walsh, who was looking for an assistant superintendent. He was hired by the infamous Ed, and the rest is history.

Dick married his best friend's sister, Marilyn Ewing, in 1984. Marilyn is a warm, kind person. Dick said, "We are proof that opposites do attract." Together they have two lovely children, Sarah, who is nine, and Matthew, who is six. Dick enjoys golfing, fishing and playing ball with his kids.

The assistant superintendent at Essex Fells Country Club is **Frank Tichenor**. Frank has been a welcome addition; his tireless efforts are well-recognized by the members at the club. Frank is a graduate of the 1995 Rutgers Winter School and previously worked for two seasons at Crestmont Country Club under the tutelage of **Pete Pedrazzi**.



Dick LaFlamme relaxing at home with his wife, Marilyn, and two children, Sarah and Matthew.

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Focus on our new Board member: Doug Larson

I've been in this business since I was 17 years old. I worked at Wildwood Golf and Country Club for several summers under the direction of Steve Malikowski. At that time, I had no idea I would eventually end up in the golf course profession.

In 1988 I started school at the Stockbridge School of Agriculture in Amherst, Massachusetts. I had decided it was time to choose a career, and Malikowski played a major role in my decision to become a superintendent.

Not long after the completion of a Turfgrass Management

degree in 1990, I ended up as an assistant superintendent at The Riverton Country Club. One year later I became the superintendent and remain there today. Since then, I have had the chance to witness some of the hottest summers and coldest winters ever. Being a superintendent is a very demanding job, but also very rewarding. Each day is different, bringing new challenges to me and my crew.

I now feel very settled in my professional and personal life. I've been married for three years and have a son who will be two in June.

I'm looking forward to the 1996 season and wish all my colleagues a great year!

Wanted: March-April 1996 Greenersides

All of our extra copies of the March-April '96 Greenerside have been lost in transit from the mailing company to the GCSANJ's associations office in Springfield. We have put a tracer on them but have had no

such luck in finding them. If you can spare your copy of the newsletter than please call Judy Policastro at 201-379-1100. We will give you directions as to where to send them. Thank you for your cooperation in advance.

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Coming to a golf course near you!!

by Ilona Gray

Maybe by the time this newsletter hits the street they will be here. These are the cicadas which dug into the ground back in 1979, 17 years ago, and have been sucking nutrients from the tree roots ever since, building up stamina for their species' sexual extravaganza, which is to begin this very May. They will excavate, migrate, pupate, salivate, exfoliate, and incubate, and then they will be gone by mid-July. Experts say they won't cause much harm, but that's debatable, especially if your course has become a popular hide-away for their sexual pursuit. The 17-year cicadas are, first of all, 2.5 inches long, and they fly about guided by their sexual instinct rather than following the rules of the road, as you already may know if you have ever been hit by one of them as I have from time to time.

John Kegg, chief, Bureau of Plant, Pest and Disease Control, New Jersey Department of Agriculture, was quoted in the May 1, 1996, North Jersey paper, *The Record*, as saying,

"They look like giant horseflies. To mate is their only purpose, but they cause a mess. The males have a mating call, a shrill sound, high-pitched. The last time, a lot of them came out in the middle of Princeton and the people got all excited. There are a lot of them—as many as 40,000 come up from a tree where they've been feeding on the roots—and when they start with that noise, it's hard to sleep. It's like a fire engine."

Once mated, female cicadas deposit their eggs in sap-filled tree branches; in six or 7 weeks the eggs hatch and the tiny young (nymphs) drop to the ground. If enough pick the same branch, it dies, falls to the ground, and the young gravitate underground to begin the cycle anew. *The Record* further told how Kegg recalls flying over New Jersey woodlands in 1979 and seeing the tops of trees browned by the invasion, though the trees were not killed. Cicadas favor fruit trees, especially cherry, but will settle for oak or ash.

"You can cover a favorite tree with netting, but there isn't much else you can do," says Kegg.

On golf courses from Iowa to New Jersey cicadas are just a nuisance. But, they are responsible, however, for the emergence of a pretty scary sized wasp, which loves to make its home in your sand traps. "The cicada wasp is huge, two inches or so," says Kegg. "They sound like helicopters. I've seen them attacking cicadas, and it is some fight. But the wasp doesn't normally attack humans."

For further information on these curious insects, contact your local Rutgers Cooperative Extension agent and ask for the fact sheet **FS220** on cicadas titled, *Periodic Cicadas—17 Year Locust*. The author is Louis M. Vasvary, Ph.D., specialist in Entomology. This fact sheet mentions that there are two fairly large broods found in New Jersey, Brood II and Brood X. You can determine if your course will be affected by reviewing newspaper records in local libraries or by visiting with people who were living in the area at that time. 1996 is Brood II and Brood X is expected in 2004. Good luck with the onslaught!

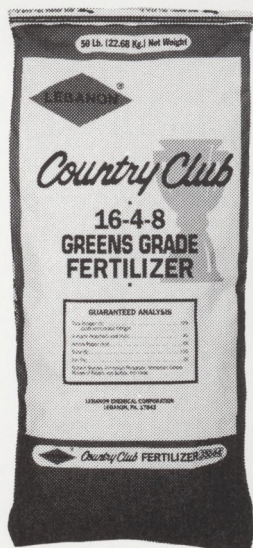


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*Contact Lebanon Turf Products at 1-800-233-0628 for a free copy of the Rutgers Study on Reducing Patch Disease.

The dynamic duo at Rutgers

You will have to figure out for yourself which is Batman and which is Robin, but the dynamic duo of turfgrass breeding will be together at Rutgers-Cook College. The Rutgers Turf Squad already includes **Dr. Reed Funk**, who now will be joined by **Dr. William Meyer**, formerly of the University of Illinois. Dr. Meyer is the world's authority on the development of disease resistant cool-season turfgrasses.

Dr. Meyer will be the associate director of the Turfgrass Center and will divide his time between research, teaching and extension. The teaching assignment will include working with the promising undergraduates in Turfgrass Science. Dr. Meyer's

credentials are impressive because he has had extensive academic as well as business experience. He received his BS degree in Turfgrass Science and MS and Ph.D. in Plant Pathology from the University of Illinois. He worked first at Warren's Turf Nursery, Palos Park, Illinois, as a turf pathologist and Kentucky Bluegrass breeder. In 1975 he became president of Pure Seed Inc. and vice president for research at Turf-Seed, Inc., Hubbard, Oregon. Dr. Meyer holds over 60 patents for turf and forage grasses that are produced and marketed worldwide. He is interested in developing bentgrasses and bluegrasses with improved pest and stress resistance.

Stress out!

Every magazine you read these days from *Readers Digest* to *Farm Chemicals* has an article on stress and what to do with it. Stress is just not being able to control what you have to accomplish. Anything that can help you perform better will help alleviate stress. Sometimes all you can do is cope with it. Performing better can mean staying better organized or better prepared for a particular job, but coping can take on all sorts of creative approaches.

Here are some ideas that may help you get through the worst of it. First, eat right and eat often. Eating right means the right food in the right volume. Skipping meals to save time only burns you later. Try including a piece of fruit or some other healthful snack. Consider hiring someone for a few home chores that you need to get done, but know you will not find the time to do soon. Rather than let this gnaw at you, bite the bullet and spend a few bucks.

If you don't want to hire somebody to do these chores, enlist a family member to help pull the load. It's no crime to let the children or spouse pull a little extra duty while you are burning the candle at both ends.

Sometimes stress isn't from physically demanding jobs. When you are not moving the body, the stress will build up. Exercise is a great stress reducer and you should consider it like taking a serious prescription medicine. You have to take it or the consequences will be severe. Like any medication, don't overdo it, and, if you are over 40 or have a history of bad health, consult your physician.

Laughter is also a fine approach for dealing with stress. Try not to find humor in other individuals' difficulties, but rather laugh at yourself or at situations.

Now, following these guidelines for yourself is good, but you should also facilitate the ability of your employees to reduce their stress as well. This might take the form of buying or subsidizing a wholesome lunch for them. Keep the team

spirit that you built before the season intact. Allow them the time needed so they don't get overstressed and under productive. Education and training may be needed mid-season for new equipment or other special events. By taking the time to

***Exercise is a great stress reducer
and you should consider it
like taking a serious
prescription medicine.***

learn up front, you can avoid problems and stress later on. Don't forget to talk things over with your staff and with your boss or committee. Communicating about the potential problems and seeking joint solutions is one of the best ways of preventing stressful situations.

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Golf course management is people management

by Lorraine Stuart Merrill

Editor's Note: Here's an article that was printed in the January 1996 issue of Turf North which highlights our member, Armand LeSage.

Golf course superintendents are more likely to be dismissed for political reasons than for inability to grow grass, warns Armand LeSage. That's true in his state of New Jersey, where he has been superintendent of White Beeches Golf and Country Club in Haworth for 10 years, and probably holds true around the country, he said.

"Most superintendents are quite good at growing grass," LeSage suggested, "but quite a few don't know how to deal with people." LeSage teaches 'golf course politics' as a guest lecturer for Rutgers University's two-year turf management program, and is a popular speaker on the golf and turf conference circuit.

"LeSage's List of How to Avoid Politics" is a nine-step plan for success and happiness in golf course management and life. "LeSage's List" isn't just for golf turf managers, but also offers advice for institutional grounds managers, park and recreational turf managers, landscape service providers, and anybody who works with people

HUMAN RESOURCES CURRICULUM

When Armand LeSage earned his degree from the University of Massachusetts Stockbridge School of Agriculture in 1966, he got plenty of training in turfgrass management and the technical aspects of soils, agronomy, and pest control. Human resources and business management were not part of the curriculum in those days.

Continued on page 13

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Golf course management

Continued from page 12

But the young man from the Massachusetts Berkshires town of North Adams had been paying attention to people all his life. He further developed his leadership and people skills during a much-decorated tour of service in Vietnam as a draftee in the U.S. Army Airborne Air Mobil Artillery, First Air Cavalry Division.

Thirty years of work experience at three top quality golf clubs refined his understanding of working effectively with people, LeSage added, "but I learned the most in the Army."

"In Vietnam I learned the value of life and living things—plant, animal, and human," LeSage noted. "I also learned that you can get along with anyone. You can get anybody motivated about anything." To motivate someone understand what makes that person tick, and that's what leadership is all about. "Treat people with respect, and you've got it made."

LeSage took a job at Wethersfield Country Club in Wethersfield, Connecticut, when he returned from Vietnam. A year later, in 1969, he was promoted to assistant superinten-

dent. In 1975 he took the assistant superintendent position at Race Brook Country Club, a 27-hole course in Orange, Connecticut. In 1979 he succeeded Maurice Ryan as superintendent, when Ryan retired and moved to Florida.

THE POLITICS OF WHITE BEECHES

In 1985 LeSage was named superintendent of White Beeches, which he describes as a "lovely private club in Bergen County, New Jersey—just 15 miles from the center of Manhattan, or a 2 1/2-3 hour commute." The course sees 27,000 rounds of play each year, and it needed a lot of fine care, LeSage said. That is what he and "the best assistant superintendent in the world," Ken Calabrese, have given it. The club hosted the 1995 New Jersey Amateur Championship.

Golf clubs are political by nature. "I've been on the losing end of the political thing," LeSage allowed. "I learn more from

Continued on page 14



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Golf course management

Continued from page 13

the negative things in life than the positive."

White Beeches counts 250 members. Of those, 85 people are on the various committees, and 35 women are on the women's committees. Elections are held every fall. "Everyone wants to get on a committee, and everyone has their own agenda—more carts, new irrigation, more or less ice in the drinks," noted LeSage. That's a lot of politics.

"You have to know what's motivating people," LeSage advised. He sees "two reason why people get involved in club politics: (1) egos, and (2) they really believe they want to change things." Combinations of the two are common, he noted.

"When you take a job at a club, find out the political scene," LeSage advised. "Find out why the last guy was let go. Ask questions. What changes are people looking for?"

AN ADVOCATE OF PROFESSIONALISM

Then, put "LeSage's List" into action to make sure club

politics work in your favor. How does he know his rules can help others? "I've gotten a lot of positive feedback from people who have heard my talk. They've tried it, and find it works," reported LeSage, who gave his talk to 2,600 people at the Golf Course Superintendents Association of American Conference and Show in San Francisco last February.

A leading advocate of professionalism in golf course management, LeSage serves on GCSAA's public relations committee, is president of the Alliance for Environmental Concerns (N.J. pesticide users group), and on the Board of the New Jersey Turfgrass Association. He has served on several GCSAA committees and state pesticide regulatory task forces.

Perhaps the best proof that LeSage's List works is at White Beeches. The drought that seared the northeast through the 1995 season left many superintendents fearing for their jobs. LeSage kept the board fully informed of conditions, of problems with aging irrigation system, and made sure his efforts to keep it functioning were visible. The result of the summer of drought at White Beeches: a brand-new irrigation system is in the works.

"We turned a negative into a positive," LeSage said. Relations built on respect and trust are his key to motivating co-workers, and communicating with members and management. He invites others to try his positive, proactive approach to golf course politics.

LESAGE'S GUIDE TO STAYING ON THE POSITIVE SIDE OF GOLF CLUB POLITICS

Armand LeSage, 49-year-old superintendent at White Beeches Golf and Country Club in Haworth, New Jersey, is outspoken, but polite, respectful, and professional, with a sense of humor. His 9-point plan is a guide to staying on the positive side of golf club politics and job security.

1. Be professional in everything: dress, written and oral reports, and management style. Attend every greens committee and every board of directors meeting. Give a report at every board meeting. Stand up to present your report, give a written copy to the secretary, answer questions, then leave. If questions arise later, the board will have a record of your report. Informed directly by the superintendent, each board member becomes an ally, passing your suggestions and explanations on to members on the course and in the clubhouse. Dress appropriately for meetings with the club manager, pro, or officers. "Keep a set of business clothes hanging in the shop, and wash up and brush your hair before meetings or events," LeSage says.

2. Be present and accounted for: superintendents are

Continued on page 16



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Golf course management

Continued from page 14

on the course many hours that members are not. But on certain days be sure you are there to see and be seen. Know what day the president golfs and be visible on the course, checking on work. If there's a problem on a tee, don't hide. Be there checking or working on it, ready to explain the insect or disease. When there's a problem on the course, don't leave. Skip the function or meeting to tend to the problem. Let the manager and board know your schedule—when you will be away and where you will be.

3. Be polite: you never get a second chance to make a good first impression. Be an exception to the declining trend in manners. Respect the people we work for and with, including staff, vendors, and members. Make sure everyone on your staff is polite. Temper has no place on a golf course. Holler at a tree if you must, but never at people. "If you yell, holler, or curse at someone, you bring yourself down lower than a snail," LeSage observes. "You're under the lights and under the gun so much with members, you've got to be under control, in charge of yourself." If a co-worker makes a mistake or a golfer

drives off the cart path, speak respectfully and politely. Never embarrass someone in front of others. Even if you disagree with a member, the member you are not polite to today, could cast a vote against you in the future. Stand up to people when you believe you are right, but always respectfully.

4. Listen to what people really say: don't be your own worst enemy. If someone compliments you on the course, say, "Thank you."

5. Listen to your employees: and follow up on what they tell you. LeSage listens to the caddies who spot details like leaks, dead woodchucks, greens getting hard. LeSage says this is the toughest rule for him, to not interrupt people and really listen.

6. Don't be afraid to admit mistakes: don't try to buffalo the members. Instead, explain how the mistake was made, how it can be corrected and prevented from recurring. To prevent mistakes: "Never experiment on golf course greens—that's why we have nurseries."

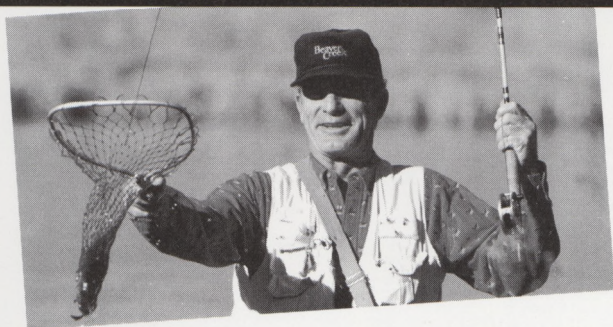
7. Develop a sense of humor: humor can relieve stress and tension, but don't overdo it. And never use humor to belittle people or make them feel inferior. People don't like to work with unhappy people. Be positive. "I'm outdoors doing something I love, and I'm not going to be unhappy doing it," LeSage asserts. Laughter is an asset among co-workers who speak different languages—"Laughter has no foreign accent."

8. We don't own it. They do, and they employ us: too often superintendents talk about "my club." We don't own it. They call the shots, and if you don't like it, you leave.

9. Learn to play golf: it's not necessary to play like a pro, but only a golfer can understand the conditions golfers are looking for. Let members know you know how to play, understand their problems, and that you land in the long rough, too. Play with the manager and chairman monthly. The women at White Beeches hold an annual "Beat the Superintendent"

Continued on page 17

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Morie Company to host Northeastern Championship

The Morie Company, Millville, New Jersey, will host a golf tournament for golf course superintendents from the New Jersey, Eastern Pennsylvania, lower New York, and Northern Maryland and Delaware areas. The event will be held on **October 14, 1996**, at Blue Heron Pines Country Club and Harbor Pines Country Club and will be called Morie Company's Northeastern Superintendents Championship.

It will be broken down into different flights, with prizes given in each flight, and open to the first 200 signing up—

approximately 50-60 superintendents per flight. An entrance fee of \$30.00 per person will be charged to help offset some of the cost of the tournament.

Also included will be an educational segment by Jim Snow of the USGA's Green Section, regarding the plans and goals of the new five-year research project recently undertaken at numerous universities, including Rutgers. This will be followed by a luncheon. Invitations will be sent in May to all golf courses within approximately 150 miles of Millville.

Golf course

Continued from page 16

tournament. LeSage plays his course every other night, so he finds problems he would not notice driving by. He says it has

improved the course.

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The MetGCSA elects John J. O'Keefe its 22nd president

by Scott Apgar
Metro Milorganite, Inc.

Editor's Note: We are pleased to reprint with permission this article about our own member, John O'Keefe, who became president of the MetGCSA.

"I am honored to have the opportunity to represent the MetGCSA as your president. I've served on the board since 1985, working under presidents Peter Rappoccio, Pat Lucas, Scott Niven, Larry Pakkala, Tim O'Neill, and, of course, Joe Alonzi. Each of these individuals has had an impact on the association—and helped it to prosper and grow. I've learned a great deal from our past leaders . . . They're lessons that, I'm sure, will serve me well in my new role as president."

Eloquent words spoken by the 22nd president of the Metropolitan Golf Course Superintendents Association, John O'Keefe.

In his acceptance speech, the new president emphasized participation, urging everyone to get involved in the Met association.

WHERE—AND WHEN—IT ALL BEGAN

Born and raised in Lenox, Massachusetts, located in the Berkshire Mountains, John received an early education in—and respect for—nature. As a young adult, John did his share of fishing, hunting, scuba diving, and snow mobiling in what is one of the most picturesque parts of New England.

His appreciation for the outdoors propelled him into an "outside" career. As a teenager, he worked for a landscaper, and after gaining a good deal of experience in turf maintenance, he became superintendent of a large luxury condominium complex.

Continued on page 20



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The MetGCSA elects John J. O'Keefe

Continued from page 18

But golf courses were what intrigued him most. "Once I began to play golf, I was not only impressed by the beauty of golf courses, but also interested in the maintenance practices and requirements."

John followed his instincts and pursued formal training in turfgrass management at the Stockbridge School of Agriculture. He completed his placement training in 1978 at Longshore Club Park in Westport, Connecticut, and after receiving his Associate in Science in Turf Management in 1979, he was offered the assistant superintendent's job at Longshore. He stayed there until 1981, when he landed his first superintendent's job at Westchester Hills Golf Club in White Plains, New York.

John put his knowledge to the test there for five years and then took over his current position at Preakness Hills Country Club in Wayne, New Jersey, where he became a certified golf course superintendent in 1987.

While most golf course superintendents praise a former school professor or boss for their success, John gives credit to his wife of 16 years, Margaret. "She's always inspired me to

get involved and pursue my career goals," says John, who goes on to say that high on his list of priorities is to provide his family with a quality lifestyle. "That includes seeing that our children get the best education Margaret and I can possibly provide," adds John.

PRACTICING WHAT HE PREACHES

When it comes to involvement, John has always practiced what he preaches. While a student at Stockbridge, he was active in the Lear Honor Society. Then, about the time John started his schooling in 1978, he became a member of GCSAA. In 1981, John also joined the Met, becoming a member of the board in 1985. Since then, he's chaired numerous Met committees, including Bylaws, Membership, Public Relations, and Scholarship & Research. His first year on the board he also co-chaired the Communications Committee that governs the *Tee to Green*, managing the publication's advertising.

Most recently, of course, John was the Met's secretary and then vice president. And as if that's not enough, John has served on the board of the Tri-State Turf Research Foundation for the past three years. And he's been a member of the New Jersey GCSA since 1986 and the New Jersey Turfgrass Association since 1990.

For the past four years, John has also found time to teach an Introduction to Turfgrass Management course at Rutgers University. And amazingly, he's managed to squeeze in several extracurricular activities outside the golf course industry. His two daughters—Adrienne, 12, and Maureen, 10—keep him busy with their Girl Scout activities and soccer teams, which he coaches. And he's involved with the Knights of Columbus for the Immaculate Heart of Mary Church in Wayne.

LOOKING AHEAD

As John prepares for his turn at continuing the advancement of this sound association, he notes a few of the first issues he'll be tackling: "We will be focusing this year on the chapter affiliation agreement with GCSAA, and we'll also be evaluating our annual fall Field Day, perhaps making some changes that will add to local attendance and popularity with our members.

"When my predecessors took office," he continues, "they all had one goal in common: to leave the association a little better than when they took office. This, too, is my goal," promises John. "Please know that I am always available to you—for questions and comments of any kind. Communication, after all, is the name of the game."

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Personal retirement savings are more important than ever

by James K. Woods, a registered representative with New England Securities. Mr. Woods specializes in personal investment and insurance planning.

Saving adequately for retirement is the biggest financial challenge most Americans face. Increasing life expectancies mean that some of us will spend close to one-third of our lives in retirement. But as the Baby Boomers stop working and begin tapping into their Social Security benefits, those benefits will be spread ever thinner and funded by a dwindling work force.

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nest egg—they forget that a dollar twenty years from now won't buy nearly as much as it does today. Rising prices may not bother you when you're working, but they can have a big impact on your quality of life in retirement—particularly if you are retired for 15, 20 years or more.

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Club Med Vacation	\$1,300	\$699	86%
McDonald's Big Mac	\$1.80	\$1.30	38%

¹The Wall Street Journal Year End Review of
Markets and Finance, 1985 and 1995.

X MARKS THE SPOT

by Ed Walsh, CGCS

You know every once in a while I am going to write something serious in this column, and this is one of those times. The subject is one that I really hadn't given much thought to until my assistants returned from Turf Expo last December and brought something to my attention. The more I thought about what they heard, the more concerned I became.

It seems they went to an open forum held by GCSANJ. At this meeting a young superintendent spoke about how he felt the people in this area didn't communicate with each other, and how few got together to discuss mutual problems. Again, it's something I haven't spent much time thinking about until

lately, but all of a sudden it hit me that this is really happening and happening all too often.

I remember when I was an assistant superintendent at Suburban Golf Club under Jack Martin. Jack would have his friends over to play or he would be someplace playing almost

Are we getting so intimidated that we are afraid to say, "I need some help?"

weekly. I honestly thought that playing golf was all he did until I was there a little while and I started talking to Pete Pedrazzi, Richie Browne, Glen Gallion and some of the other supers I saw on a regular basis. Although I was very impressionable at the time, I realized that every time these guys got together they exchanged information about this great profession I have come to call a career.

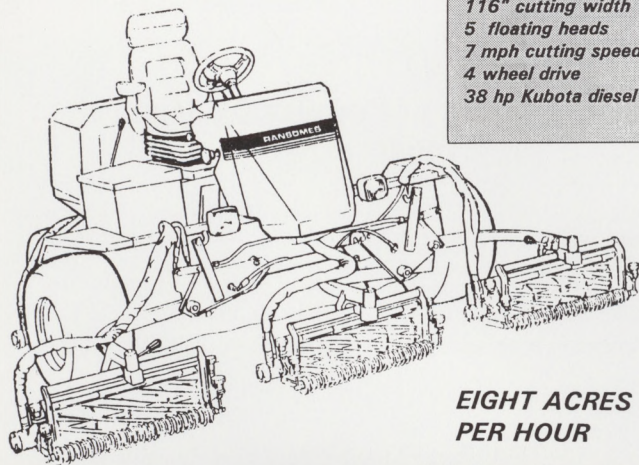
Continued on page 23

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X Marks the spot

Continued from page 22

As I went out on my own I realized how important it was to get together with my peers on a regular basis, and that's how I happened to get involved with our state association some 20 years ago. I also loved the game of golf, so playing with my friends and peers just seemed to be the natural thing to do. It didn't take me very long to realize just how much I learned during those afternoon rounds and how valuable a network can become when a problem arises.

As I listened to my assistants talk about the young man who made the comments in Atlantic City, I realized just how right he was. We have become a rather distant profession. We don't see each other or get together as regularly as we should. And you know we're the ones who suffer when that type of camaraderie stops. We can say we just don't have the time or we've more important things to do. Isn't sharing information and building a network an important part of our job? Do we think we know it all and can't learn from each other? I am sorry,

but I think not.

Whoever this young man was, let me thank him for being so perceptive. What he noticed was right on. Have we become so competitive that we're scared to see a fellow superintendent who may produce a better product than us? Are we getting so intimidated that we are afraid to say, "I need some help?" Are we really stupid and don't realize that we survive and prosper as a group and not as individuals.

I have been a superintendent for almost 25 years, and I've had many great times in this profession. When I look back on those good times I realize that what made them so good was the people who shared them with me, my family, my friends and my fellow superintendents. I experienced some down times too, but they never lasted very long because of the network I've developed.

I hope the observations that young man made at Expo can and will be changed. I hope he finds that maybe he just hasn't met the right people and that his network is just starting to be built. I hope he's wrong about the people in his area too, because if he isn't, our profession is certainly going in the wrong direction.

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GCSAA's TV show, "Par for the Course," returns to ESPN

"Par for the Course," the Golf Course Superintendents Association of America's (GCSAA) television program, will return to ESPN in 1996. The show, which presents a look at the world of golf and its beauty, was renewed by ESPN after a successful inaugural year on America's Total Sports Network.

Twenty-five original, half-hour episodes of "Par for the Course" will air weekly on Sunday mornings at 7:30 Eastern, beginning March 10. GCSAA feature segments, which ran during ESPN-televised golf tournaments, also will return in 1996.

"We are delighted to bring 'Par for the Course' back to the viewing public through ESPN," GCSAA President Gary Grigg, CGCS, said. "Over the first two years of 'Par for the Course,' we strived to educate and entertain viewers about what GCSAA and its members mean to the game of golf. We will continue in that direction in 1996."

Every week "Par for the Course" will bring viewers a fast-paced look at the world of golf. Each episode will contain

informative and entertaining stories and will feature:

- news items and business trends in the world of golf
- interviews with golf's movers and shakers
- visits to great places to play golf
- playing tips from expert teaching professionals
- tournament preparations and lawn care tips from professional superintendents
- golf history and other points of interest

"Par for the Course" will run on ESPN every Sunday from March 10 through August 25. ESPN is currently available in more than 65 million households throughout the United States. In addition to the regular Sunday airings, "Par for the Course" will run five bonus times on weekday afternoons.

"Par for the Course" episodes will also be rerun weekday evenings on ESPN2, which currently reaches more than 25 million U.S. households. The show will be delivered via satellite to ESPN International affiliates as well. ESPN International currently reaches more than 80 million households across the globe. Air dates and times for the ESPN2 and ESPN International showings have yet to be announced by the network.

ESPN aired 31 original episodes of "Par for the Course" in 1995, running from January 1 through December 17. "Par for the Course" originally debuted in 1994, airing 13 episodes on Prime and its regional affiliates.



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Back Nine

WORLD FOOD CRISIS

The United Nations Food and Agriculture Organization views the current world food supply situation as a crisis. World cereal supplies are at their lowest point in 20 years, while the population has increased substantially over the same period. The 1995 crop was 3% lower than 1994. Overall, world food production will have to increase by more than 75% over the next 30 years to keep pace with growth. The UN estimated that the world's population will reach 9 billion by the year 2030 versus 5.8 billion today.

MONEY MATTERS

Have you seen the new one hundred dollar bills? They sure look different from what you're used to spending! The new 1996 Series U.S. currency incorporates what our government

calls "enhanced security features to protect it against advancing technology that could be used for counterfeiting," just to quote the fact sheet found at the local bank. The \$100 bill is the first note being issued. The smaller denominations will be following at nine to 12 month intervals.

NEW JERSEY NOSES

The National Geographic Society sampled 26,200 individuals out of a pool of 1.5 million on a scratch and sniff test to determine the sense of smell. Women on average had a better sense of smell and aging did not appear to diminish the skill. Locally the Society learned that men and women from Newark, New Jersey, were less able to smell cloves than those from Elizabeth or New Brunswick. Who nose (sic) why this is so?

NEW JERSEY SNOOZES

Before the advent of the electric light Americans slept an average of nine and one-half hours a day. When the lights went on, we stayed up and today New Jerseyans (Thomas Edison's home state) sleep only six and a half hours a day. The rest of the nation averages seven and one-half. Sleep deprivation is a leading cause of driving accidents. If you're not getting enough Zs, stay away from machinery.



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Recent research on chocolate consumption has eased our concerns about clogged arteries and cholesterol. Most of the fat in chocolate is a saturated fat based on stearic acid. Stearic acid, unlike other saturated fats, does not raise cholesterol. So have a brownie!

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