



# THE Greenerside

Official Publication of the Golf Course Superintendents Association of New Jersey

## The rules of golf and your golf course maintenance staff

cc for  
Ref # 114 OK

By David Finney, CGCS

Are you ever concerned that the daily maintenance activities of your staff and crew might alter the outcome of a friendly match, or perhaps even affect the outcome of a tournament? What happens if one of your crew rakes a bunker that has a ball lying in it? What's the ruling if your fairway mower runs over and embeds a ball in play or cuts up a ball in play? How do you respond to the golfer, and how do the golfers decide the outcome of a hole or the match if one of your crew has inadvertently interfered? Armed with the correct information on the Rules of Golf and how they are applied to everyday situations involving your maintenance crews and their equipment is something you need to know.

I've been a golf course superintendent since 1986 and a student of the Rules of Golf since 1992 when I began studying the rules in preparation for the GCSAA certification exam. Since that time I have attended several PGA/USGA four-day Rules and Tournament Administration Workshops and have had the opportunity to work as a Rules Official at the championships of the West Virginia Golf Association. Although I'm not on a par with rules authorities such as Clyde Luther or Tom Meeks of the USGA, I have gathered some pertinent information on the Rules of golf and how they affect us as golf course superintendents, our staff and our daily maintenance operations.

One very interesting piece of information I've come across in the Decisions on the Rules of Golf book is Decision 1-4/1. This decision basically says that distractions are a common occurrence which players must accept. My interpretation of the decision provides the superintendent with sort of a carte blanche for our maintenance operations. What it means to me is that the noise from a maintenance vehicle passing by a group of golfers, the engine noise from a mower, even the noises associated with construction are no excuse for a bad shot. Of course this decision doesn't give us the right to throw the courtesy normally shown to golfers out the window, but it does say that the noise we make while

working on the golf course cannot be used as an excuse for poor play, missed shots or lost matches.

For the most part, our maintenance crews and equipment are considered to be Outside Agencies. An outside agency is anything that is not part of the match, or in stroke play, not part of the competitor's side. Whenever our crew members or equipment interfere with play of the ball, Rule 18-1 (Ball at rest moved by outside agency) and Rule 19-1 (Ball in motion deflected or stopped by outside agency) will come into play.

Rule 18-1 simply says if a ball that is in play and at rest is moved by a mower, a utility vehicle or even a crew member (any outside agency), the ball is to be replaced before the player plays another stroke, and there is no penalty to the player. Rule 19-1 gets a little trickier for the golfer

**Continued on page 6**

### In this issue

- President's Message ..... 2
- Member profile ..... 3
- GCSANJ News ..... 8
- GCSAA News ..... 11
- Protect the environment ..... 14
- Vendor Spotlight ..... 17
- The truth leaks out ..... 19
- 1st and goal ..... 20
- GCSAA's Employer-Superintendent Recognition Program a real hit ..... 22
- Update on Turfgrass Education Center .. 24

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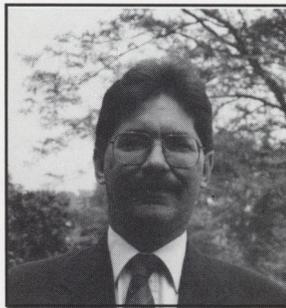
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## President's Message



## Thanks for the help!

Since this issue is being produced before the GCSAA Conference and Show in New Orleans, I cannot report on what went on there. What I can report is that I was given advance information that *The Greenside* was selected as best overall in its category again this year! I would like to thank everyone involved in GCSANJ and *The Greenside* for their contributions to this great newsletter. The issue that was submitted for evaluation was the March-April 1999 issue.

A contest that all GCSANJ members were urged to participate in was the contest for the 75<sup>th</sup> anniversary logo. Six members submitted logos, and each committee member rated them on a number scale. The overwhelming choice was the one submitted by **Chris Carson**, superintendent at Echo Lake C.C. Anyone who has spent time with Chris knows that he loves to draw. The logo is on the cover of this issue and represents a simple change from the logo that has been used for years. *Thank you, Chris, for your continued contributions to GCSANJ!* Other members who submitted drawings were: Patrick Dolan of Copper Hill C.C., Adam Shaner of Minebrook C.C., Doug Vogel of Packanack G.C., Katie Krausz (my daughter and I had a wonderful couple of evenings working together on this project) and Albert Foster. Al Foster created the original logo thirty plus years ago.

All GCSANJ members were asked to participate in a project for the 75<sup>th</sup> Anniversary Journal. Many members have filled out the survey to name all the superintendents who have worked at your club. That survey also asks for your employment history. Doug Vogel is working hard on this project, which will serve as a piece of GCSANJ history. To those of you who have contributed already, thank you. To those of us (including me) who got the request in November and saw the April 1 deadline, dig it out from the bottom of that pile, fill it out and send it in. If you lost it, contact Judy Policastro and she will send out another one.

A tree is being planted in memory of Dr. Lou Vasvary on May 5, 2000; the details are on the next page in the Calendar. Anyone who ever had Dr. Lou as a professor knows how much he loved working with superintendents. I hope to make it there and would like to see as many superintendents there as possible. Let's show his family how much he meant to us.

A handwritten signature in cursive that reads "Ken".

Ken Krausz, CGCS

# Member Profile

By Brian M. Remo, Golf Course Superintendent  
Richmond County C.C.

## An interview with Golf Course Superintendent, Angelo Petraglia, Deal Golf and Country Club

I'll admit that my youth hasn't offered me the pleasure of meeting everyone in this industry, but I have had the pleasure of meeting Angelo. The first time I saw him was actually in a yearbook photo. Angelo graduated from DVC with my father and was captain and a standout on the golf team. I guess you could say I knew of Angelo before actually knowing him, but my first memory is by far the fondest. Angelo hosted the first Class "C" Tournament in 1998, and at the awards dinner (which, by the way, was phenomenal), he asked to take a few moments to introduce some special people in his life . . . his entire crew. It wasn't the fact that he took the time for the recognition that impressed us that day, but rather the fact that they all showed up. Even more so, you could see the respect that they held for Angelo in each smiling face as their names were mentioned. The golf course was stellar that day—only one day after aerifying. There is no denying Angelo Petraglia is a great superintendent. I chose him for this profile because we all know him to be a great man.

Angelo Petraglia was born at Monmouth Medical Center in Long Branch, New Jersey, and was brought up in Atlantic Highlands by his parents Angelo and Theresa in a family of five boys with one sister. He attended St. Agnes H.S. and Christian Brothers Academy where he had early aspirations of following in his father's footsteps and becoming a PGA Tour Professional before finishing his education at Delaware Valley College. While at DVC, Angelo competed in intercollegiate golf for all four years, three of which he served as captain of the team. He won the MAC Conference Championship in 1973 and finished 25<sup>th</sup> in the 1973 NCAA Championship in Riverside, California, the same year. In 1974 Angelo was awarded the Scholar/Athlete Award before graduating with his BS in Agronomy. His resume shows a short stint as assistant pro at Spring Meadow G.C. and assistant superintendent at Navesink before landing his first superintendent's position at Colonia. Two years at Colonia and five years back at Navesink as super led him to his present position at Deal Golf and Country Club, where he has served as superintendent for the past ten years.

Angelo's competitive golf highlights include having qualified and competed in the U.S. Junior Amateur, the U.S. Public Links and the U.S. Amateurs. In addition to his college victories, he won the 1984 NJSGA Mid-Amateur, the 1982 and 1983 N.J. Winter League, seven consecutive

*Continued on page 4*



Linda and Angelo Petraglia posed for a photo at Deal Golf and Country Club's 1998 Christmas Party.

## Calendar

- April 1** **DEADLINE FOR YOUR CLUB'S SUPERINTENDENT HISTORY FOR THE 75<sup>TH</sup> ANNIVERSARY JOURNAL**
- April 25** **GCSANJ April Monthly Meeting:** Metedeconk National G.C. Host Superintendent: Bruce Cadenelli. Contact Judy Policastro at 973-379-1100.
- May 5** **Tree Planting in Memory of Dr. Louis Vasvary:** 11:00 a.m. in front of Blake Hall, Cook College Campus, New Brunswick.
- May 15** **5<sup>th</sup> Annual Rutgers Turfgrass Research Golf Classic:** Host Superintendent: Dave McGhee. Contact New Jersey Turfgrass Foundation at 732-821-7134.
- May 22** **GCSANJ May Monthly Meeting:** Wildwood G. & C.C. Host Superintendent: Khlar Holthouse. Contact Judy Policastro at 973-379-1100.
- August 3** **Golf & Fine Turf Research Field Day:** Rutgers Hort. Farm II, Ryders Lane, East Brunswick.
- October 21** **GCSANJ 75<sup>th</sup> Anniversary "Kickoff Gala":** Upper Montclair G.C. **Mark your calendar now!** Contact Judy Policastro at 973-379-1100.
- October 25** **GCSAA Seminar "Sustainable Golf Course Landscape Design":** Location TBA. Contact GCSAA at 800-472-7878.

# Member Profile

*Continued from page 3*

Monmouth County Men's Match Play Championships, and is a six-time GCSANJ golf champion.

As if this wasn't a full boat, Angelo also developed the first PeeWee Golf Program in New Jersey while serving six years as administrator of Golf Facilities and Revenue for the Monmouth County Park System. This program has continued to serve more than 100 boys and girls each year since its inception in 1985. He has been a member of the Wall Township Environmental Advisory Committee for the past three years and also remains active in GCSAA, GCSANJ and the Alliance for Environmental Concerns. In his spare time (that's right, folks, there's more), Angelo enjoys golfing, repairing golf clubs, playing basketball, skiing and rollerblading. He presently resides in Manasquan with his lovely wife Linda and their son Angelo Daniel.

**BR:** Angelo, maybe you could start with telling us how you got started in the industry.

**AP:** My father was a PGA Pro and former tour player in



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the era of Hogan and Snead. He had some top ten finishes, but in those days it was not a lot of money (not enough to stay on tour). When I was young, we spent all of our time at Spring Meadow G.C. where my father was pro. We all grew up running the cash register and running the golf car operation. We all played golf, even my mom.

**BR:** Your name has become synonymous with Deal G&CC. It seems harder these days for such a long stay to be achieved by superintendents. What's your secret to such a long and successful career at one club?

**AP:** My club president, James Whitlock, has been instrumental in my tenure at Deal. He was responsible for my decision to pursue the job in 1990. I liked his ideas and vision of what the course could be. He served as greens chairman from 1990-1998 and has served as president since 1998.

**BR:** Many that know of you and your club may also know of your GM, Mr. deKovacs. What do you feel is the greatest benefit to have a GM who enjoys involvement with our association?

**AP:** The best thing about Mr. deKovacs is that he realizes the value of a well-run greens department. Because of what we do outside the clubhouse, it makes his job easier on the inside; when revenue is up and complaints are down, it makes him very happy.

**BR:** There is an old saying that at least once in every person's life they experience the feeling of greatness never to be compared with. Looking back, what would you say was your finest hour of accomplishment personally and professionally?

**AP:** Personally, the best I have ever felt was when I married Linda in 1981, and when our son Angelo Daniel was born in 1984. Professionally, it was also in 1984 when I won the NJSGA Mid-Amateur at Montclair C.C. I was superintendent at Navesink at the time, and the club was very supportive of my playing competitive golf.

**BR:** Very few of us every second-guess our choice of profession, but an interesting question asked of me once was if I had to go back and choose another route, which would I choose. How would you answer that question?

**AP:** I would not choose another route. I learned the business end of golf from my father long before I learned the turf business. This has always been a huge advantage to my

*Continued on page 5*

# Member Profile

*Continued from page 4*

career as a superintendent. Playing competitive golf also has many advantages even if not on the tour level.

**BR:** Much to the benefit of our association you were quite vocal and involved with our recent drought situation. Were you happy with the results of your efforts?

**AP:** People need to wake up and realize the way our political system works. Everyone has a voice and can make a difference if they try. Golf courses were not treated fairly in 1999. We should have been asked to cut 33%, not 90%. I am very happy with the effort that GCSANJ has made in their diligence to talk and meet with the state officials. I would like to thank Glenn Miller, Mike Mongon, Chris Carson, Ken Krausz and Dr. James Murphy for their work.

**BR:** Your handicap and lifetime accomplishments would obviously represent your love of the game. Most would also agree that loving this game is a huge asset to our success in the industry. What benefit do you consider the greatest that the game of golf offers you on a daily basis?

**AP:** On a daily basis I see the joy that the game of golf gives to other people. The challenge of the game is spell-binding. The friendships that are made on the golf course can be life long. In short, I have an appreciation of the game on a daily basis.

**BR:** The golf course superintendent has to be an agronomist, manager, politician, environmentalist, businessman, golfer and a technician. Which of these characteristics is the hardest to master and why?

**AP:** Being a manager of people is the single most important part of our job in my opinion. It takes the most thought and effort. You cannot do the job unless you like people and like the challenge of working the people. I am very fortunate to work with people who enjoy their work and are always willing to learn more.

**BR:** When you think back to the people in your life who have made the positive impacts necessary to your success, who professionally has had the greatest impact? Who personally?

**AP:** Professionally and personally, my mother and father have made the biggest positive impact on my life. Their love and sacrifice has been a never-ending beacon for me to follow. My parents also gave me the gift of a strong Christian faith, which has helped me through the hard times and has given me an appreciation of the good times.

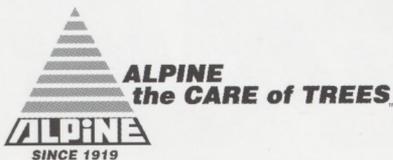
**BR:** Angelo, I appreciate you sharing a piece of your life and times with us. I wish you the best of luck in 2000 and hope to see you again real soon.

**AP:** Thank you, Brian, it has been my pleasure and a great honor to participate in this interview. Good luck to you and your family now and in the future. [

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# The rules of golf and your golf course

*Continued from page 1*

and actually introduces an element of luck into the game. Rule 19-1 says basically that there is no penalty if a ball in motion is accidentally deflected or stopped by any outside agency, and the ball shall be played as it lies. This is referred to as rub of the green. The term rub of the green can mean either good luck or bad luck for the player. For instance, if a ball in motion hits the mower while your operator is mowing fairways (in bounds) and is deflected out-of-bounds, then the ball is out-of-bounds. The player must proceed under Rule 27-1, take the stroke and distance penalty associated with the ball going out-of-bounds, and play the next shot from where the original ball was last played. In a similar scenario, while mowing fairways your operator pulls over and is sitting out-of-bounds waiting for the players to go through. If a shot played from in bounds goes out-of-bounds, hits the mower and is deflected in bounds, the ball is in bounds and playable.

There are two exceptions to Rule 19-1, both dealing with a ball in motion landing in or on an outside agency. Rule 19-1a says that if a ball in motion after a stroke other than on the putting green comes to rest in or on a piece of maintenance equipment, then through-the-green the ball shall be dropped, or on the putting green the ball shall be placed as near as possible to the spot where the ball landed on the piece of equipment. Rule 19-1b goes on to say that if a ball in motion after a stroke on a putting green is deflected or stopped by, or comes to rest in or on a piece of maintenance equipment, the stroke shall be cancelled, the ball replaced and the stroke replayed. In either case, if the ball lands in or on a piece of maintenance equipment and the equipment drives away with the ball, another ball may be substituted, with no penalty.

Turning now to the application of these rules, imagine that you're taking a mid-afternoon tour of your course, paying some attention to turf conditions, but not paying much attention to where you're driving, when you accidentally drive over a ball in play. Now what do you do? If the lie of a ball in play has been altered by a piece of maintenance equipment, the player is permitted to lift, clean and place the ball in the nearest most similar lie (within one club length), without penalty (Rule 20-3b). Carrying this one step further, if the lie of a ball in play has been altered and the original spot is not determinable, the ball shall be dropped if its original lie was either through-the-green or in a hazard, or on a putting green the ball shall be placed (Rule 20-3c) as near as possible to the place where it lay. And if a ball in play is deemed to have been damaged by a mower or any other piece of maintenance equipment, another ball may be substituted (Rule 5-3).

Rule 25 is the rule dealing with abnormal ground con-

ditions, casual water, ground under repair, and there are a number of interesting decisions based on this rule relating to golf course maintenance. Decision 25/14 defines a hole made by a greenkeeper as ground temporarily dug up in con-

**Decision 25/14 defines a hole made by a greenkeeper as ground temporarily dug up in connection with course maintenance.**

nection with course maintenance. Decision 25/15 states that an aeration hole is not a hole made by a greenkeeper, therefore relief is not granted. However, a local rule (33-8/32) is suggested which may be adopted by your club when you aerify, that does allow a player to take relief from aeration holes. Naturally, where there are aeration holes there are

*Continued on page 7*

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# The rules of golf and your golf course

*Continued from page 6*

aeration plugs. The ruling pertaining to aeration plugs can be found in decision 23/12. It states that although loose soil is not a loose impediment through-the-green, aeration plugs are considered to be compacted soil, so they are considered to be loose impediments, which may be moved away from the ball before making a shot. Just be careful not to move the ball when you move the plugs, or you'll be assessed a one-stroke penalty under Rule 18-2c (Ball moved after touching loose impediment).

How should ruts made by tractors be treated under the rules? Decision 25/16 explains that a rut made by a tractor is not a hole made by a greenkeeper. Deep ruts should be declared as ground under repair by the Committee, however, shallow indentations made by greenkeeping equipment is not ground under repair. A ball in a shallow indentation would have to be played as it lies.

Is there any relief from a tree stump under the rules? Decision 25/8 says that unless the stump is marked as ground under repair, or is in the process of being removed there is no relief. A tree stump is nothing more than a short tree according to the USGA. What would be the status of a tree that had been blown over by a storm and was lying on the golf course? Decision 25/9 states that this tree is not necessarily ground under repair if the tree is still attached to the stump. Decision 23/7 goes further to specify that this same fallen tree (still attached to the stump) is not a loose impediment until a member of the greenkeeping staff cuts the tree away from the stump. The fallen tree then becomes a loose impediment, and only then may branches from the tree be broken off by the player if they interfere with his swing (decision 23-1/4). In any case where a tree has fallen on the golf course, the Committee would be justified in declaring the area covered by the tree to be ground under repair (decision 25/9).

Decision 25/11 explains the many ramifications of grass clippings. Grass clippings are only ground under repair if they have been piled for removal. A player is entitled to relief only if clippings piled for removal interfere with his stance or swing. Grass clippings are by definition loose impediments, whether or not they are piled for removal, and may be removed by the player. But again, don't move the ball when removing loose grass clippings, or you'll pick up a penalty stroke under rule 18-2c. It's also worth noting that grass clippings that adhere to the ball are not loose impediments, and removal of adhering grass clippings would constitute cleaning the ball (decision 21/2), costing you a one-stroke penalty.

Have the members at your club ever had to invoke the "leaf rule" in the fall? Actually there is no such thing, however the Decisions book suggests that the Committee may

adopt a local rule to deal with the seasonal problem of leaves. Decision 33-8/31 suggests adoption of a local rule declaring accumulations of leaves through-the-green to be ground under repair, allowing Rule 25-1 to be applied.

***Grass clippings are by definition loose impediments, whether or not they are piled for removal, and may be removed by the player.***

And finally, what is the ruling if a member of your staff rakes a bunker when the player's ball lies in it, and the raking improves the lie of the ball or the line of play? Decision 13-2/4 states that if the staff member raked the bunker on the instruction, or with the sanction of the player, the player would incur a two-stroke or loss of hole penalty. Otherwise, there would be no penalty. If in raking a bunker your staff member accidentally rakes over the ball partially burying it, Rule 20-3b applies and the original lie of the ball shall be recreated as nearly as possible.

The rules of golf and their application to our side of the business can be involved, even a bit complicated, but they are always interesting. If a question ever arises at your club regarding your operation and the rules of the game, the best and closest source of information on the rules is your state golf association. In our area of the country, the Virginia State Golf Association, the West Virginia Golf Association and the Mid-Atlantic Golf Association have knowledgeable, competent rules people on their staff. You can also refer your rules questions directly to the USGA, but keep in mind that the USGA will render a decision only to clubs that conduct their competitions in accordance with the Rules of Golf.

The author is employed as golf course superintendent at Virginia National Golf Club in Bluemont, VA. He also serves on the Rules Committee of the West Virginia Golf Association and has worked as a Rules Official at the Championships of the WVGA since 1995.

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# GCSANJ news

## 75<sup>TH</sup> ANNIVERSARY "KICKOFF GALA" SET FOR OCTOBER 21, 2000

Mark your calendar for October 21, 2000. Upper Montclair Country club is the place!

The 75<sup>th</sup> Anniversary Committee is working hard and has been sorting through all the surveys that everyone has returned. We thank everyone that returned these surveys and were very happy with the amount of them that were returned. The selection is going on for the anniversary logo; by the time this gets to your mailbox the selection will have been made!

We hope that everyone makes an effort to be at the "Kickoff Gala" to start this celebration off with a bang! 📌

## TWO NEW JERSEY SUPERINTENDENTS RENEW PROFESSIONAL CERTIFICATION

Andy M. Schuckers, superintendent at The Meadows Golf Club, and Roger A. Stewart, golf course superintendent at TPC at Jasna Polana, have completed the renewal process for maintaining their status of Certified Golf Course Superintendent (CGCS) with the Golf Course Superintendents Association of America.

Roger has been superintendent at the Princeton course since 1996 and initially achieved the title of CGCS in 1980, while Andy has been superintendent at the Lincoln Park course since 1998 and initially achieved the title of CGCS in 1995.

Approximately 1,700 golf course superintendents currently hold the title of CGCS. GCSANJ salutes Roger and Andy for their commitment to education and the advancement of their profession. 📌

## THE RUTGERS TURF CLUB (GCSAA Student Chapter)

*by Dennis DeSanctis, Jr., President*

We, the Rutgers Turf Club members, would like to take a moment to introduce ourselves to the GCSANJ membership.

The club was established two years ago by a handful of motivated students, including founding President Josh Honig, in an effort to provide extra activities for Rutgers Turfgrass students. In the first year of existence Josh Honig organized a seminar series that kept the club members motivated and interested. In 1998, President Bob Wolverton organized a seminar by Russell Fredricks, superintendent of Central Park, and we were able to tour the park later that semester. Bob Wolverton is currently employed at Augusta

National Golf Club in Georgia. The vice-president that year was Shawn O'Sullivan, who is currently the superintendent of Fairchild Wheeler G.C. in Connecticut.

Today, approximately 20 undergraduate and graduate students are active in the club. That number is slowly growing as more students become exposed to our advertising within the school. As in any club, we are trying to provide interesting speakers and trips while, at the same time, interacting with faculty and other students. Our desire is to make the most of our college experience and form lasting friendships along the way.

Our 1999-2000 president is Dennis DeSanctis, Jr. and the vice-president is Gerald Henry. In October we toured TPC at Jasna Polana, which our members greatly enjoyed (thank you, Superintendent Roger Stewart). The club is always striving to improve, and our most recent achievement was becoming an official Student Chapter of the GCSAA. In order to enhance education and provide a reward to our best students, the club will be sending four students to the GCSAA convention in New Orleans. Those students are looking forward to meeting new faces and testing their knowledge against other students in the National Turf Bowl.

We would like to close by thanking our numerous supporters: first and foremost, the Rutgers faculty for providing us with an outstanding education; the Rutgers Turf Center for generously providing us with funding; Dr. Clarke and Dr. Meyer for being great club advisors; all the speakers and trip hosts from the past; the NJTA for welcoming the club to EXPO; all the individuals and corporations that donated to our past fund raisers; and Ken Krausz and the GCSANJ for welcoming us and allowing us to write in *The Greenside*, the Turf Club's favorite publication! 📌

## SUPERINTENDENT GETS GO-FAST PRIZES

Thanks to Redexim Charterhouse "Need for Speed" contest, Bob Prickett, superintendent of Pennsauken C.C. in Pennsauken, NJ, will be getting two days of go-fast training at a Richard Petty Driving School. The contest was used to promote the company's line of high-speed Verti-Drain aerators.

The school gives participants an opportunity to experience the power and speed of NASCAR from behind the wheel of a Winston Cup stock car.

In addition, Prickett's local sales representative, Steve Hesser of Lawn & Golf Supply, Phoenixville, PA, was also given two days at the school in acknowledgement of the important role played by local distributors in supporting customers of Redexim Charterhouse products. 📌

*Continued on page 9*



# GCSANJ news

Continued from page 8

## SNAPSHOTS OF GCSANJ BOARD OF DIRECTORS MEETING

The Board of Directors of GCSANJ meets monthly to keep the interests of the membership alive and the business of our association running. The following is an overview of December 1999 meeting.

The first meeting of the Board of Directors for the 1999-2000 season was called to order by President Ken Krausz at the Manasquan River G.C. on December 15, 1999, at 4:08 p.m.

The announcements included:

Elliott Lewis of High Mountain G.C. being introduced as the newly-elected District I director, filling the position vacated when John O'Keefe, CGCS, was elected as treasurer of GCSANJ.

The announcement of the 75<sup>th</sup> Anniversary Kickoff Gala, which will be held at the Upper Montclair C.C. on

October 21, 2000.

Thank you notes were received from Ziggy Zaleski and the Paramus Ambulance Corps for our remembrance in Marie Zaleski's name. Clyde Ashton thanked the association for his invitation to be the association's guest at a monthly meeting. Joe Flaherty thanked the association for his induction as the 1999 Distinguished Award Recipient. Ken Krausz thanked GCSANJ for being named Member of the Year. Bob Dwyer thanked the association on the remembrance of his mother.

President Krausz informed the Board that a GCSAA Student Chapter was formed at Rutgers University and that there would be interaction with that group. The president of the Rutgers Turf Club and the GCSAA Chapter, Dennis DeSanctis, Jr., was invited to this meeting but had to study for finals. Dennis has shown a willingness to work with GCSANJ.

A thank you letter was received from the owner of Cape  
*Continued on page 10*

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# GCSANJ news

Continued from page 9

May National Golf Club for the work that GCSANJ did concerning the drought.

Under the **Government Relations Committee Report**, Dr. James Murphy presented a letter concerning a draft proposal for specific recommendations for golf courses and public lands. The proposal concerned Dr. Murphy as Rutgers was required to do testing that it was not able to do and, therefore, thought that the requirements and their costs would be passed down to the golf courses. Ken Krausz agreed to look into this.

There was discussion concerning our lobbyist and the question of our continuing our contract with him. There was concern that when we needed him during the drought, we were given more and better advice and help from others. The Board decided to not renew the contract. Glenn Miller will look into our options.

Chris Carson and John Boyer are working with the

NJTA on a Drought Emergency Task Force.

Jim McNally, our **national delegate**, gave us an update on the elections and issues concerning GCSAA.

Ed Mellor, chairperson of the **Public Relations and Merchandising Committees**, gave a report on Expo. He thanked all those who volunteered during that event. Ed also reported that Brian Minemier will be next year's chairperson.

Tim Kerwin, assistant superintendent at Metedeconk National G.C., reported that the **Assistant Superintendents Committee** has almost completed the directions information.

Ed Mellor volunteered to work on creating a **Web Page**.

Ted Vitale, the GCSANJ accountant, presented the Annual Financial Report.

A request from AEC was received for a \$150 donation to offset the transportation costs of the speakers for the AEC Annual Meeting. This request was approved. **I**

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# GCSAA news

## GCSAA OFFERS NEW SCHOLARSHIP

GCSAA is introducing a new scholarship to benefit superintendents. It is "Footsteps on the Green" award. These awards of \$500-\$3,500 are available to the children and grandchildren of GCSAA members who have been an active member for five or more consecutive years. The student must be pursuing a career in golf course management. Applicants must be in a recognized undergraduate program in a major field related to golf course management and be a member of GCSAA.

Undergraduate applicants must have successfully completed at least 12 credit hours in a major field of study. In the case of a two-year program, the student must

be enrolled full-time and have completed 12 credit hours, a minimum of which should be nine hours of golf course management related courses.

The annual deadline is April 15. You will be able to access the application for this award on the web.

Also, a reminder that the deadlines for several existing scholarships are quickly approaching. They are as follows:

Essay Contest	March 31
Legacy Awards	April 15
GCSAA Scholars Program	June 1

For copies of the applications, please contact Pam Smith, scholarship coordinator, at 800-472-7878, ext. 678.



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# New Jersey court rules on "mulligan" injury

According to Associated Press reports, a New Jersey state appeals court has ruled that a golfer who hit an unannounced "mulligan" can be sued for injuries.

The defendant is John Ferolito, whose errant shot in a 1994 round at East Orange Golf Course in Millburn, NJ, hit Jeffrey Schick directly between the eyes and broke his nose. Whether the shot was a mulligan, of course, is in dispute.

Apparently the dispute is over an extra ball Ferolito allegedly hit off the tee. According to court documents, after the group watched Ferolito tee off on the 16<sup>th</sup> hole, Schick and his father got in their golf car and moved a short distance ahead and to the left of the tee.

They claim that Ferolito then hit another ball, which came off the heel of the club and hit Jeffrey Schick in the

face. Although Schick's nose and facial bones have been reconstructed by a plastic surgeon, his attorney said he has more than \$30,000 in medical bills and suffers from nightmares about the incident.

Ferolito's attorney argued that sports participants are subject to risks inherent in the sport itself. "We don't want to have the door open to litigation every time someone gets hit on the head."

A lower court agreed, but the appeals panel overturned it. They ruled that "hitting an unannounced and unexpected mulligan from the tee after all members of the foursome have teed off creates such an unanticipated risk to the other members of the foursome, from which they cannot protect themselves, that it cannot be considered an inherent or integral part of the game." [

---

## The Northeast Golf Company active on a variety of projects

### *Bergen County, New Jersey to begin executing Master Plan*

The Freeholders of Bergen County, New Jersey, have approved appropriation of \$6.2 million for the renovation of the county's 4-course, 72-hole municipal golf course system. Improvements to tees, greens, bunkers, cart paths, irrigation and drainage are based on a Master Plan developed by The Northeast Golf Company (NGC). NGC will provide construction documentation and supervision of the proposed improvements over a 5-year period. Phase I construction is scheduled to begin in Fall 2000.

Bergen County has retained NGC to provide environmental analysis, operations feasibility and to develop preliminary routing plans for a proposed new 18-hole municip-

pal golf facility on a 190-acre parcel in the northern sector of the county. The study is the initial step in responding to growing demand for additional golf in northeast New Jersey.

### *Oak Grove newest design for The Northeast Golf Company*

Routing studies have begun for Oak Grove Golf Club in Pittstown, New Jersey. An 18-hole daily fee course being developed by Somerset Capital will be set within this pastoral, gently rolling farmland of Hunterdon County. Construction is scheduled to begin in Spring 2000.

*Continued on page 15*

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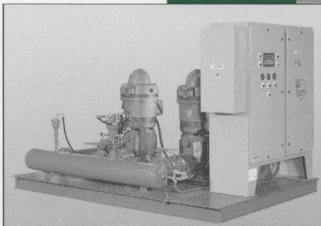


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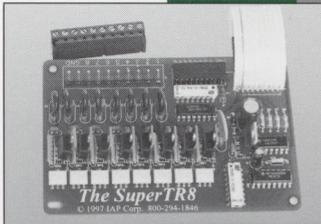
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# Protect the environment: If we don't, who will?

by Jack Keena, Bollinger Insurance

**I**mproper storage of turf chemicals such as pesticides, herbicides, etc. is a severe environmental and health hazard. Here is a list of turf chemical storage facility specifications developed to help you prevent a chemical disaster and, perhaps, save your club from a heavy fine.

**Isolation:** The turf chemical storage building should be a free standing structure used for no other purpose. If the building is not free standing, any other type occupancy such as permanent or temporary living quarters, rest areas, food prep or dining areas, or any type of assembly is unacceptable. If turf chemicals must be stored in a maintenance building, the room must have a substantial partition wall and may not be in an area where people work or congregate.

**Construction:** Fire resistive or non-combustible construction is desirable but not required. As long as the building is soundly constructed and well maintained, it may be masonry

or frame construction.

**Ventilation:** Natural ventilation such as outside wall louvers or roof-installed vent are adequate. If there are any flammable or combustible chemicals, mechanical ventilation must be provided and all electrical equipment must be explosion proof.

**Floor:** The floor must be poured concrete with no cracks or seams and have a four-inch sill around the entire inside perimeter for spill containment. A sunken floor may also be used to contain spills, but floor drains are not allowed. Wood or dirt floors are porous and unacceptable.

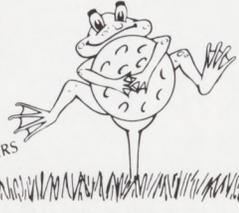
**Security:** The building must be accessible to licensed applicators only. It must be securely locked at all times. If the building has other uses, the chemical storage room should be isolated in a remote area of the building.

*Continued on page 15*

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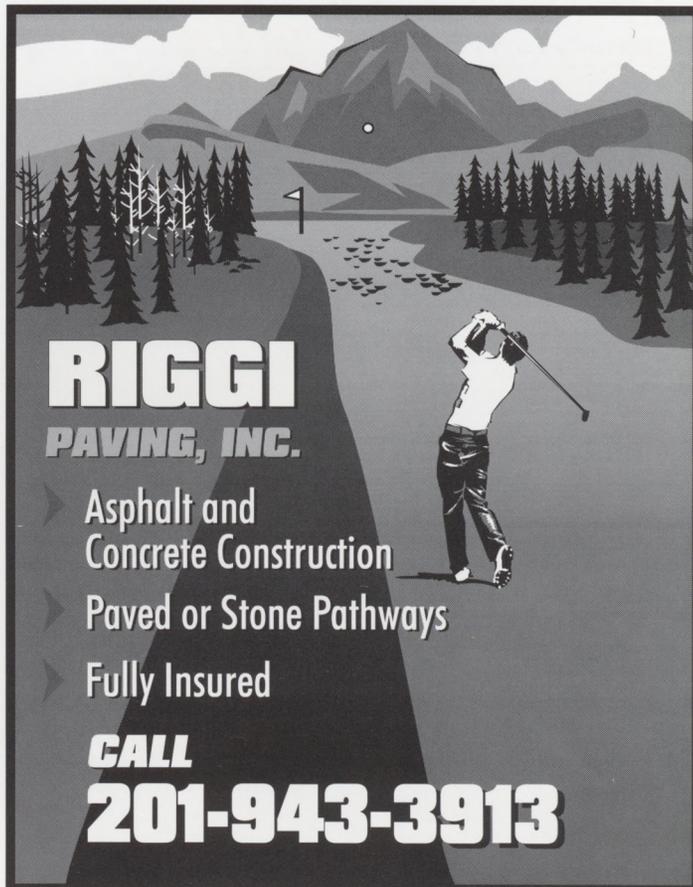
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# Protect the environment

*Continued from page 14*

**Warnings:** A warning sign should be permanently posted on the pesticide storage building stating: "WARNING – PESTICIDES – FIRE MAY CAUSE TOXIC FUMES."

An alternate solution to the turf chemical storage question is the factory built locker style building, specifically engineered to trap spills and fires inside and to protect the

environment from pollutants. Cost of these units is comparable to new construction. Many clubs have switched to these buildings with great success.

Freight container boxes or trailers are generally not acceptable for turf chemical storage because the floors are not liquid tight and will not contain spills. These containers are suitable for fertilizer storage. [

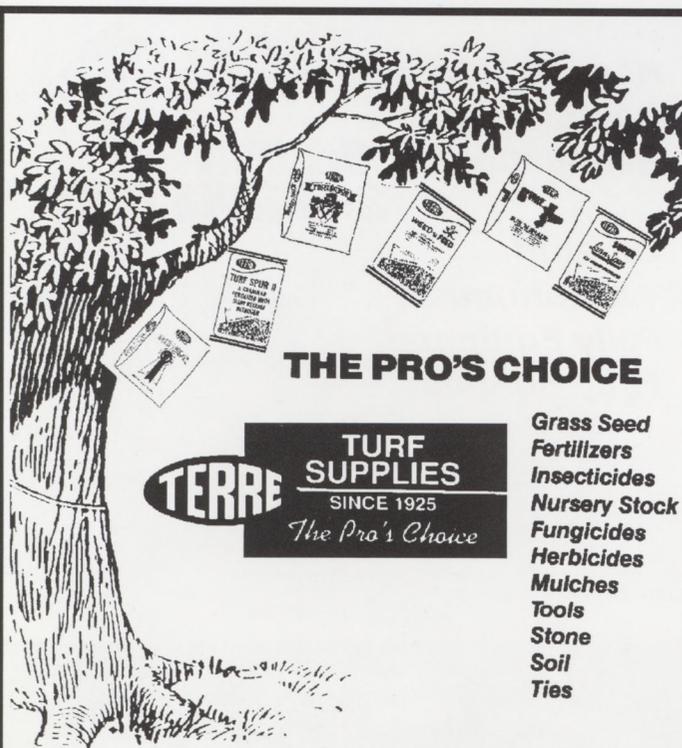
## The Northeast

*Continued from page 12*

*Construction of Skyview Golf and Country Club nearing completion*

In spite of a rainy fall season, grassing has pressed forward at Skyview Golf & Country Club in Sparta, New Jersey. Through the efforts of Terry Riordan of Heinbuch Golf Construction Management; Mike Candeloro, golf course su-

perintendent; George Ley Company and Chesapeake Turf, finishing and grassing will be completed in late October with a Fall 2000 opening scheduled. The wet weather forced the use of nearly 1 million square feet of bluegrass, fescue and bentgrass sod throughout the dramatically rolling 18-hole course. [



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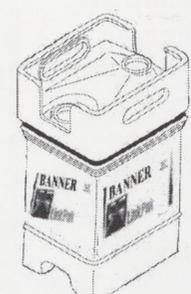
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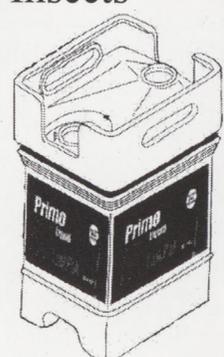
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# New Jersey State Golf Association to be inducted into the Sports Hall of Fame of NJ

**O**n Wednesday, May 10, 2000, at the Pegasus Restaurant in the Meadowlands Sports Complex, the Sports Hall of Fame of New Jersey will award the Commitment to Excellence in Sports Award to the New Jersey State Golf Association. This special achievement award recognizes the NJSGA for its continued service to promote and protect the integrity of the game of golf.

The Sports Hall of Fame of New Jersey was established by the State Legislature and is a non-profit organization operated in conjunction with the New Jersey Sports and Exposition Authority. The Hall of Fame honors amateur or professional athletes, deceased or alive, who have resided in New Jersey or who have a significant connection with the Garden State. Since the first induction ceremony in 1993, the Sports Hall of Fame of New Jersey has enshrined 55 legends and nine special events. Their plaques are on permanent display in the Continental Airlines Arena at the Meadowlands Sports Complex.

NJSGA President Gene E. Benzenberg said, "It is a tremendous honor for the Sports Hall of Fame to recognize the important role that the New Jersey State Golf Association plays in promoting the sport of golf throughout the State. This honor truly recognizes our charitable contribution including our Caddie Scholarship Fund and our Youth Foundation."

The Association will be joined by nine other athletic legends including Brooklyn Dodgers pitcher, Donald Newcombe; San Francisco Giants great, Bobby Thompson; St. Anthony's High School coach, Bob Hurley, Sr.; NBA Hall of Famer, Willis Reed; NBA Commissioner David Stern; Heisman Trophy winner, Angelo Bertelli; NFL Hall of Famer, Lawrence Taylor; World-class sprinter and long jumper, Eulace Peacock; and the New York Giants for their Super Bowl XXV victory.

The year 2000 will mark 100 years of existence for the New Jersey State Golf Association. There are numerous events planned to celebrate this centennial including a Gala Celebration being held at the New Jersey Performing Arts Center in Newark on September 16, a Golf Summit being held at the Hyatt Regency in New Brunswick on March 11, a special one-time team tournament championship which will be inclusive for men and women of all NJSGA member clubs, a video presentation tracing the Association and the history of golf in New Jersey and a 2000 calendar which is currently in circulation.

"We are thrilled that the work and efforts of the NJSGA have been recognized by the New Jersey Sports and Exposition Authority. This recognition is even more special since

it coincides with our Centennial Celebration that will be occurring throughout the year 2000," stated Thomas S. Paluck, the NJSGA Centennial chairman.

***This special achievement award recognizes the NJSGA for its continued service to promote and protect the integrity of the game of golf.***

Ceremonies for the May 10 Gala will begin at 5:15 p.m. with a photo/press opportunity, a cocktail reception at 6:00 p.m. followed by a dinner and induction ceremony at 7:00 p.m. 

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## Vendor spotlight

**A T Sales Associates, Ltd.** is a sales agency consisting of two salespeople, Chip Presendofer and Owen Regan, and a soils consultant, Dennis Watkins. Our business is to provide tools that make a superintendent's job easier.

The "A T" in our name stands for "appropriate technology." This concept comes from the book "Small Is Beautiful: Economics as if People Mattered," by E.F. Schumacher. It's about commonsense and using technology to help people. The dictionary defines appropriate as: "Suitable for a particular person, condition, occasion, or place; fitting." It defines technology as: "The scientific method and material used to achieve a commercial or industrial objective." Keeping in mind the fastest way to do anything is once, appropriate technology can be finding the best tool for the job. If it doesn't work, it certainly isn't appropriate.

When this was written, our appropriate technology tool kit for golf course superintendents consisted of:

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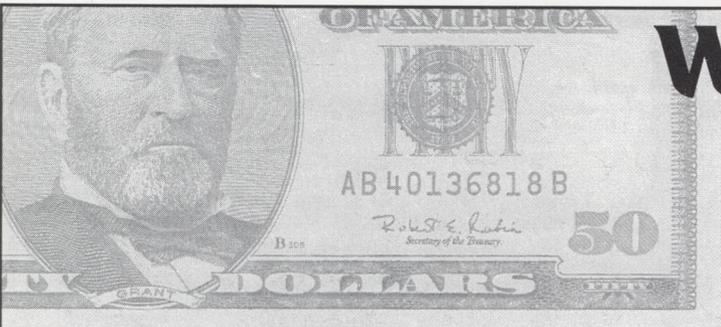
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### CONSTRUCTION MIX

During the New Jersey Turfgrass Association Expo in December, Dr. Jim Murphy presented an update of the Put-

*Continued on page 18*



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# Vendor spotlight

Continued from page 17

ting Green Root Zone Mixture Research being conducted at Rutgers University. The A T Sales sand/compost mix is rated #1 in that study. Compost provides high organic matter content, nutrients, moderate pH and microbial activity, and our mix includes the physical and chemical properties necessary to ensure a productive soil system from the first day.

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# The truth leaks out

## Preparing for the Senior Tour

By Dr. Nigel

The last two issues of *TurfNet* featured articles called the Golden Years. The interviews with some of these experienced superintendents were well done and eye opening. For those that may have not seen it, find it and read it, as it is truly important and relevant. What these retired superintendents and those approaching retirement age have done for the golf industry and us is too often forgotten. They've given us a lot and have asked for little or nothing in return.

Many of us got into the turf business because of our love of the game and, as superintendents, have the opportunity to play the game as a benefit of the profession. I remember when I first began my career as a superintendent, I couldn't wait to join the GCSAA and my local association. I looked forward to my first meeting to meet the other local superintendents, to see their courses and to have access to the wealth of information now available to me.

Many retired superintendents still have these same reasons for staying involved. I don't think they all just go fishing for the rest of their lives. But many of them don't know that they are still welcomed at the meetings or that the courses they played as active superintendents are still available to them. I know many of my senior mentors feel they are imposing by calling to try to play a golf course. Most of them probably no longer have expense accounts, which makes it harder for them to get away. Now, I'm not sure of all of the associations' policies, but I feel it would be appropriate for us to let our lifelong friends know of the unwritten rules or benefits.

Yes, any superintendent can play my course if they want, but so can my retired mentors. Yes, even you, Walsh.

They get the same meeting notices that I do, but are probably not aware that it is now at no charge, or should be. Turf conferences and seminars should be the same. Many retired people go back to school because they still have the need to learn.

I remember turning 39 and deciding to begin planning for my retirement. I knew that soon I would only have ten years to practice and hone my game for the senior tour. Well, now with only two years left to get my game in shape, I guess I should start planning for the super seniors. At the very least I hope to be able to play more often when I retire. I hope I don't have to ask if the course has special rates for seniors.

*Editor's Note: Last year, GCSANJ started a policy of inviting retired members to meetings as our guest when there was a meeting in that member's district. This policy was well received and will continue to be refined.*

*Any member, retired or active, is invited to be my guest at Paramus Golf Course. Now that Nigel is back, how far can Ed Walsh and X Marks the Spot be? Let's all call Ed and tell him how much we miss his wisdom. ♣*

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# 1<sup>st</sup> and goal

by Brian M. Remo  
Golf Course Superintendent  
Richmond County C.C.

**W**hen you become a golf course superintendent for the first time, you tend to look at the pieces of this jigsaw puzzle a little differently. You come to the realization that you will always remember the first year, your first office, your first crew, the first time you yelled, the first time you wiggled out from the stress and the first time you overcame the odds to keep the place alive. You look back at the first time you stood up in front of the table full of Board members peering at you like hungry sharks might gaze at a bluefish just seconds before they devour it. You remember that all the trials and tribulations you encounter get easier as time moves on, but you tend to miss the difficulty of the first times because they are exactly that . . . the first.

You never really prepared yourself, however, for when the time comes to let go of these things you may have taken

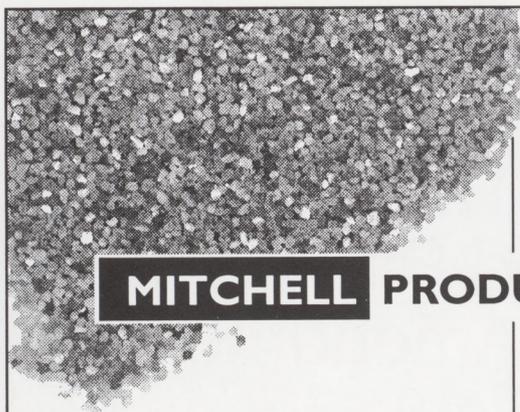
for granted. Like when the time comes for your first assistant to move on. The funny thing is, I hope to be a super for quite a few more years, so it's not like this sort of thing won't happen 20 or 30 more times, but the first time, well . . . I guess it's more difficult because it is exactly that . . . the first time.

I laugh now at the fact that when I was an assistant, I tried to be in tune with all of the facets of this industry that I could. Now, the shoe is on the other foot. An assistant working for a first-time super has a different kind of responsibility than when they work alongside a seasoned veteran. A first-year super isn't even quite sure what they expect of themselves and the course, let alone the production of another human being. As an assistant, I always thought three things were the most important goals to attain during your stint: 1.) To gain the complete trust of the superintendent; 2.) To gain the absolute respect of the crew; and 3.) To have the ability to "Run the Show."

Gaining the respect of the crew is mostly up to the individual, but it's important for a super not to damage any progress in this area that the assistant has made. I once heard a saying whose origin I can't quite remember, but which made a lot of sense to me in dealing with my staff: Scold in private. Praise in public. As far as trusting your assistant, well, like I said, it's different when you are a first-year super because you haven't quite learned how to trust yourself yet. It's important to listen to the contributions that your assistant has to offer you, with both parties knowing that the ultimate decision must exit your lips, for the chopping block rarely has room for two heads. I have this one rule when it comes to this area of the super/assistant relationship . . . the mistakes I make are mine to make, the mistakes you make had better be mine.

"Running the Show." This phrase gets thrown around in so many ways. I remember using it as an assistant, and I often hear it exiting the mouths of many people in our industry. Many assistants like to know going in that they will be given the ability to "Run the Show." I thought when I was at Rock Spring that I had that distinct honor as my father's assistant. Truth is, guys and gals, that now I'm the super, I've come to the realization that I don't even run the show. "The Show" is run by a conglomerate group of the shareholders of the organization set up to determine the outcome of the recreational facility that I am employed by. Free license and total control are a moot thought at best, and to anticipate that once becoming a super has a direct relationship with the ability to decide and control the ultimate decisions made on the golf course is an invitation to the disappointment party with you as the guest of honor. I'll admit that I may have only made a few laps around the swimming pool of this industry, but at this point I'd like to think that

*Continued on page 21*



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# 1<sup>st</sup> and goal

*Continued from page 20*

I'm smart enough to realize the goal has gone from needing to run the show to being happy to have gotten the lead in the play.

The hardest part about the first-year super/assistant relationship is for the super to come to grips with the fact that he or she is NOT the assistant. If you can't let them do their job, what's the point of their existence? That first year, however, there develops a special relationship between the two. Unfortunately, it's only after the time comes for them to leave that you realize that this was your first assistant, you've never done it any other way, and now, in a way, you have to start over again with someone who will be certain to have a multitude of differences than those of his or her predecessor. Maybe, the new person will be better, maybe not. Thoughts go through your brain that you can't quite recollect because, well, it's the first time.

You start to wonder if you were a good boss. You think about the times you may have yelled and regretted the tone

you took. You ask yourself if your assistant valued the experiences he or she takes with them and if you contributed any to their benefit. The fear of the landslide theory often occurs at this time. This is the fear that once one person leaves, others will start taking off like prom dresses. When these ill feelings and worries start dissolving is when you realize the most valuable advantage to having an assistant in this industry. Aside from the assistance, input and relief of responsibilities, the constant turnover from one assistant to another forces the training process to start once again. And each time, you are obligated to teach your assistant the ins and outs of your management program to ensure the success of your operation. Once again you become the instructor and, in teaching, we remember what we have learned. We remember what we know. We remember what it is like to be a first year super. We remember why we chose this position. We remember that the show runs us. We remember why we got the lead in the play and the supporting actors who contributed to who we are. [

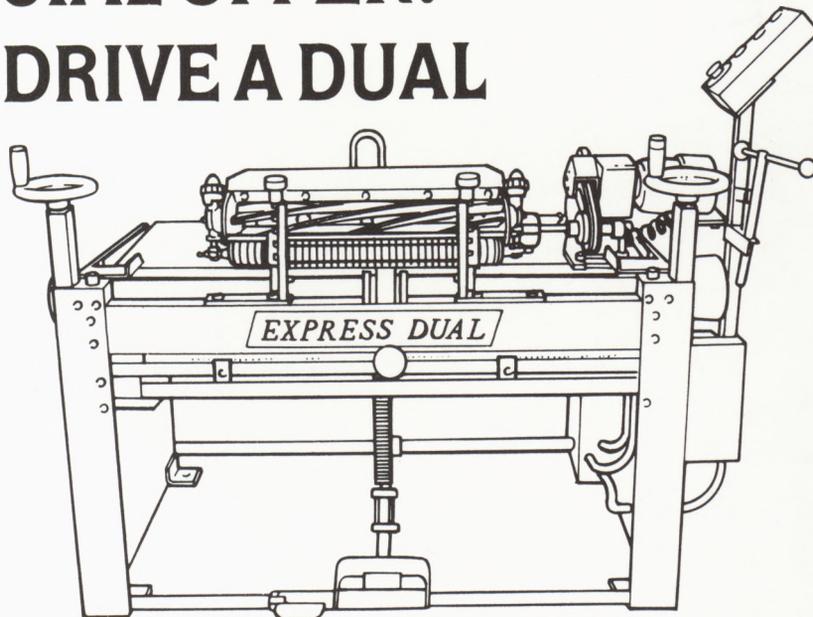
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# GCSAA's Employer-Superintendent Recognition Program a real hit

By Ray Ralph  
Paramus Golf Commission Chairman

The annual GCSAA's Employer-Superintendent Recognition Program, in cooperation with the John Deere Company, was an outstanding success. Twelve golf course superintendents and a representative of their employer joined in the fun and excitement in the week of July 19, 1999, as the PGA's John Deere Classic got underway in Moline, Illinois.

Participants came from ten states including New Jersey, which was represented by GCSANJ President Ken Krausz of the Paramus Golf Course. California and Wyoming as well as Canada and Thailand were also present.

The Recognition Program is one of several initiatives by the 20,000 - member GCSAA to reach out to its membership and the general golfing community to promote a better public understanding of the decisive role that the local superintendent plays in creating and maintaining a first-class playing facility.

Last year's contest winners received first-class treatment during their three-day stay in Moline. Included in the festivities were a reception at the international headquarters of the John Deere Company, participation in the Pro-Am Tournament at the Oakwood Country Club, site of the Classic, with a touring PGA pro. They also played with a local professional and John Deere and GCSAA representatives at the Rock Island Arsenal Golf Club in a scramble format tournament for charity.

One of the highlights of the week was a special tour of the nearly completed TPC Deere Run Golf Club, which will be the site of all future John Deere Classics when it opens in 2000. The stay was capped off with a dinner cruise on the Mississippi River.

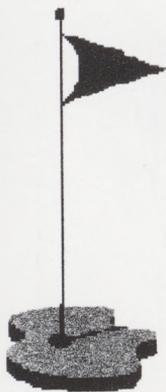
The Recognition Program offered a chance for a very enjoyable golfing experience, while meeting superintendents and golf course personnel from various parts of the nation and the world, and sharing ideas with GCSAA officials.

If you are a Certified Golf Course Superintendent and did not participate in the contest for the coveted spots last year, be sure to join the competition for the dozen places in 2000.

Watch for the application forms this spring. Be sure to fill them out and participate in an outstanding program; have a wonderful time while getting better acquainted with your employer.

Paramus' Ken Krausz will be happy to share the good news of the event with you. As one participant said, "What a fantastic experience it was playing in the John Deere Pro-Am golf tournament. A trip I will never forget. Everything about the experience was enjoyable . . . although it was HOT!!"

*Editor's Note: The applications for the 2000 Recognition Program should have been received by all Certified Golf Course Superintendents by now, as the entry deadline is April 14, 2000. The program will be held July 23-26, 2000. It is a great time to get to know a club official on a personal level. I*



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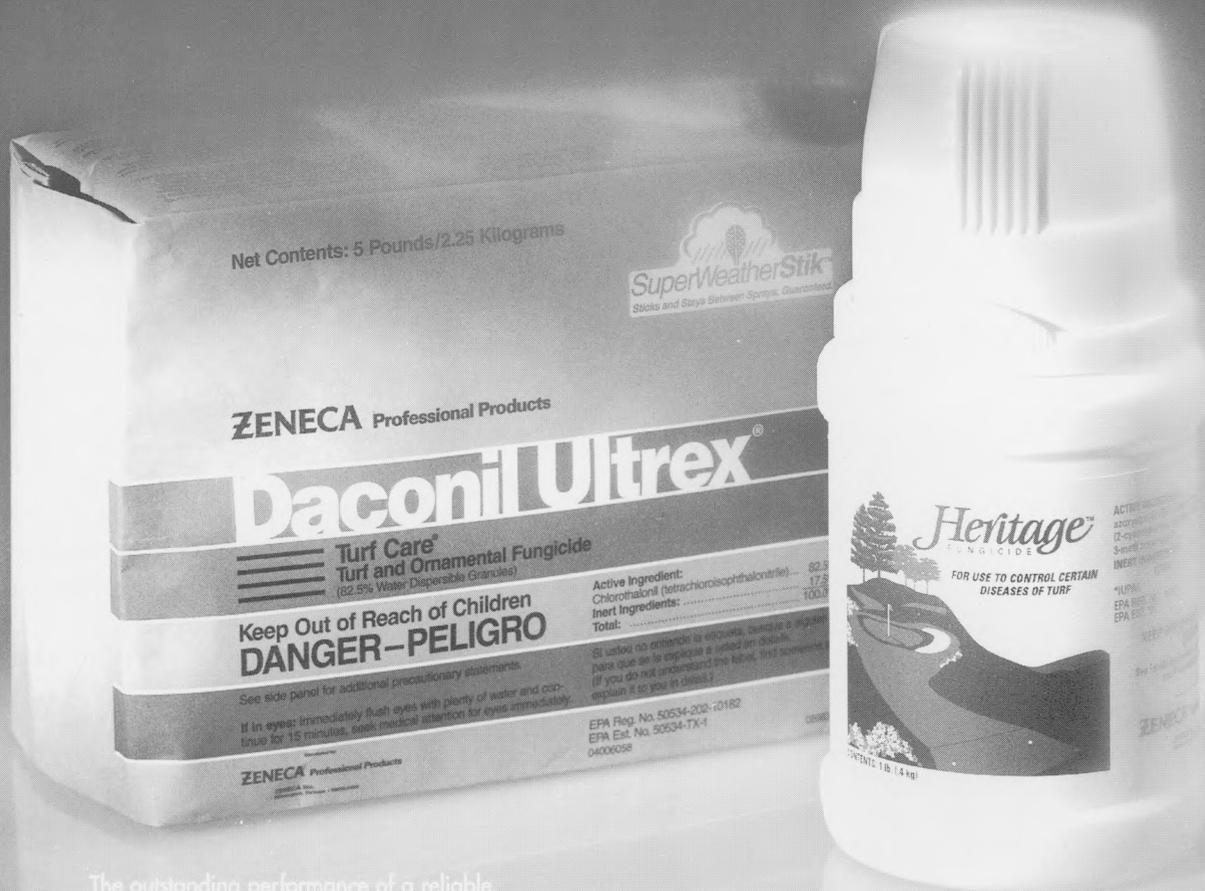
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# Update on Turfgrass Education Center

Some of the most widely grown grasses in the world have sprouted from research conducted at Rutgers University. Today, a partnership between the University and the turfgrass industry is producing another major turf advancement at the Cook College campus—a new Turfgrass Education Center.

The center will combine laboratory, classroom and computer facilities to “improve the education opportunities for students who are going to be our future golf course superintendents and leaders in the turf industry,” said Dr. Bruce Clarke, director of the Center for Turfgrass Science at Cook College, Rutgers University, at a groundbreaking ceremony for the center held in September. To be built alongside the world-renowned turf research plots, the facility will literally put cutting-edge research at students’ feet. “This will also be an outdoor laboratory. Cutting-edge research will be going on right outside the door,” Clarke said.

Arthur Brown, New Jersey Secretary of Agriculture; Bruce Carlton, Executive Dean of Cook College and executive director of the New Jersey Agricultural Experiment Station; and turfgrass industry representatives presided at the

**The \$750,000 facility is being funded with a heavy commitment from the turfgrass industry, including a contribution from the Golf Course Superintendents Association of New Jersey.**

groundbreaking ceremony on Horticultural Farm II.

“For the first time since Rutgers launched turfgrass research in the 1920s, our faculty, our students and our certificate program participants will enjoy state-of-the-art laboratory, classroom and computer facilities—all under one roof,” said Carlton during the ceremony. “When completed, this building will truly be an asset to students, to the turfgrass science program and, most importantly, to the landscape and golf turf industries throughout the Northeastern United States,” Dr. Carlton added.

The \$750,000 facility is being funded with a heavy commitment from the turfgrass industry, including a contribution from the Golf Course Superintendents Association of New Jersey. “Rutgers has done a world-class job of meeting the needs of our industry with its research and educational programs, and this facility is a demonstration of our commitment to the University and to the job the Center for Turfgrass Science is doing,” said Richard Caton, executive director of the New Jersey Turfgrass Association.

The facility is expected to be completed this spring. Its conference room, which can accommodate up to 100 people, is designed to serve as a central meeting place for turf industry professionals as well as a learning center for undergraduate and graduate students. It also will house students enrolled in the two-year Rutgers Professional Golf Turf Management certificate program.

“This facility can help bring members of the industry closer together to discuss common concerns and needs,” Clarke said. “It can also bring the entire industry to the doorstep of the research and education that can fill those needs.”

*Editor’s note: As of the middle of February, the foundation had been poured and the first portion of the building erected. Come to the Golf and Fine Turf Field Day on August 3<sup>rd</sup> and get a tour of the expanded and updated Turfgrass Education Center. ¶*



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# Novartis helps create risk management

"Is it safe to let my children play in the yard?" . . . "When can the golfers go back on the course?" . . . "Will the things you're spraying pollute my well?" At some point almost every golf course superintendent or lawn and landscape operator will face these types of questions from a concerned homeowner or golf club member. Now a new program created by Novartis and accredited by the Golf Course Superintendents Association of America (GCSAA) gives frontline personnel continuing education credits for learning to communicate about risk.

Despite the fact that the green industry makes important contributions to the property value, quality of life and natural environment of millions of Americans, misconceptions persist. So in cooperation with key industry organizations, Novartis Turf & Ornamental Products created an educational program to help frontline landscape, lawn care and golf course professionals address those concerns and communicate the importance of their work.

The program, titled "Communicating About Risk: Tak-

ing the Lead from the Ground Up," is available through local Novartis sales representatives. It was created by Novartis in conjunction with the GCSAA, the Associated Landscape Contractors of America and the Professional Lawn Care

***The program, titled "Communicating About Risk: Taking the Lead from the Ground Up," is available through local Novartis sales representatives.***

Association of America.

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***Continued on page 26***

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# Novartis helps create risk management

Continued from page 25

ties, facts about the risks of pesticide exposure and ways to prevent misunderstandings. For example, the materials list certain "Outrage Factors" that create criticism and pitfalls (such as lack of honesty) that can exacerbate bad feelings.

"Even when people have the facts, pesticide use can be an emotional issue," explained Michael Joyce, director of Marketing Services for Novartis Turf & Ornamental Products. "Sometimes communicating about these issues can be the most important part of a frontline person's job."

Novartis designed the program to be applicable to any risk situation a green industry professional might face. A video and training manual lead the instructor and employees easily through the material. Employees then work together to develop key messages for their company. In addition, each employee is given a convenient wallet card with

tips for communicating about pesticide use.

"People are more educated than ever, but there is still a lot of misinformation about what we do," said Dan Ward, curriculum manager for GCSAA, in explaining why he expects the information to be well received by superintendents. "Novartis has created a complete program that may help the end user prevent negative situations before they happen."

The employee training program "Communicating About Risk: Taking the Lead from the Ground Up" is available from Novartis Turf & Ornamental Products by calling 800-395-TURF.

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