



THE NEWSLETTER

Golf Course Superintendents

Association OF NEW ENGLAND, INC.

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

June - July 1994

Health awareness is Jack Cronin's crusade after he wins cancer battle

Jack Cronin knows he's a winner. Now, he hopes his battle with cancer will make a winner of others who might follow in his footsteps.

Nine months ago Jack was dealt a devastating blow. His wife Maria — a doctor

and general practitioner — finally got him to undergo a physical examination after going toe to toe with his secondary malady of stubborn procrastination.

"She saved my life because she was persistent," Jack said one day last month, fresh out of strength-sapping chemotherapy sessions. "I was 50 years old and feeling like 20. No symptoms, no nothing. But she laid down the law. It was a good thing she did. On Monday they found a tumor on my colon. Tuesday, I learned it was cancerous. Two weeks later I was undergoing surgery. Gone was that tumor, a couple of polyps, 11 lymph nodes, and part of my colon. That was September of 1993. I'm just getting it back eight months later."

Today, Jack is back at his job in sales for the R.F. Morse Company, calling on golf course superintendents in the New England area and doing a little medical practice on the side.

"What I want to do is get my customers, my friends, on an awareness kick. They need to know that in the case of your health that old bromide of not getting anything fixed until it's broke doesn't apply here. That physical. It's a must. For everyone. Time is so precious when something in your body goes wrong."

Things had been going right for Jack for a long time, starting with the day he decided his future was in golf.

That was while he was attending Essex County Agricultural School in Danvers and doing his high school placement in spots like the Andover Country Club and Vesper Country Club where he developed a strong relationship with the venerable

master of turf maintenance, Manny Francis.

Those experiences headed him in the direction of a career as a golf course superintendent, and he picked up its pace with a stint at Stockbridge School.

From there Jack hit the assistant super ranks at Andover and Crystal Springs in Haverhill before turning over an enlistment in the U.S. Army and then a short spell of golf course construction with the Gene Ayer Company at Stowe Country Club and Country Club of Connecticut.

"After that the superintendent's call got stronger," Jack disclosed. "I got my first head super's job at Far Corner in West Boyford and spent ten years there. After that, it was on to another venture, this

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August Meeting

Monday, August 1, 1994
Dedham Polo & Country Club
Dedham, Massachusetts

Host Superintendent
Mark Spaulding

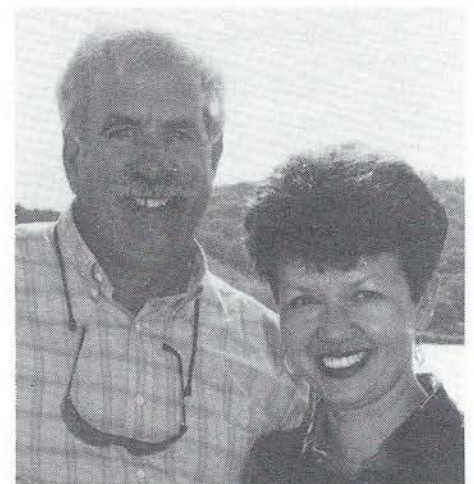
9:00 AM	Board Meeting
11:00 AM	Regular Meeting with Education to follow
12:00 PM	Lunch
1:00 PM	Golf (1994 Golf Championships; foursomes will be assigned)

Reservations Required
Call by July 27, 1994
(617) 328-9479

You must pay by check—No Cash!
Checks payable to GCSANE

Mark Spaulding is in his third season as the golf course superintendent at Dedham. Prior to that, he was Bob Mucciaroni's assistant for three years. Mark is a 1975 graduate of the Stockbridge School of Agriculture. He and his wife Donna reside in Needham with their daughters Carrie, age 20, and Amy, 18. In his spare time Mark enjoys photography and rebuilding houses.

Directions: Route 128 (I-95) to Exit 16B (Rte. 109 West). Take first right off Route 109 (Grove Street). Club is 1.25 miles on left.



Jack and Maria Cronin

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time as head man at the Cocheco Country Club in Dover, New Hampshire. I really got into it heavy, too. I served the New Hampshire supers group as president, and headed up the group's New Hampshire Turf Conference. That planted ten more years on my resume which eventually led to a change as a salesman for R.F. Morse. Why the change? I just wanted a new challenge. I loved being a super, I love being a salesman. That's going two-for-two. Not bad, eh?"

However, going three-for-three, meaning his battle with cancer, was a little more complicated, not to mention hazardous.

"Yeah, but," Jack remarked. "I had a lot going for me in that fight. I had a doctor I went to every day (Maria) and the support of my two kids (Todd, head mechanic at the Portsmouth Country Club, and Piper, a specialist in the Army Intelligence ranks). A lot of other people pitched in to keep me gaining on this thing, too."

So, what was the necessary ingredient on the road to recovery?

"Those people," Jack responded. "My family, my friends, my business associates. They were all there giving me overwhelming support. If I had been left alone, who knows what would have happened?"

"For instance, take my boss, Dick Canning. When he came to the hospital, he made it clear that my job always would be there. The first thing he told me was, 'whatever and however long it takes; don't worry about a thing'. You'll never know how much of a boost that was to me."

Now, and even while he takes on a second ailment (blood clot in his leg which is slowly being kept under control), Jack has taken on the responsibility of making people aware of the frightful health problems they may be courting by not taking care of themselves with regular physical exams.

"You know, people used to visit me in the hospital and they were full of offers of what they could do for me," Jack said. "My answer was, and is, simple: 'Do me one big favor . . . get a physical, then call me and let me know how it came out. I mean, do it.'"

"That's the big thing, the one thing I want to emphasize in this story, my battle with cancer. This is not about my problems. I was dealt two bad hands and I have to deal with them. That's secondary. What's important is making people aware of how important a physical examination is. If they want to do something for me, that's what they should do."

In the meantime, Jack has another project in his grips. In October he's planning a walk for cancer in conjunction with the Jimmy Fund. So far he's raised \$13,000 in

"People used to visit me in the hospital and they were full of offers of what they could do for me. My answer was, and is, simple. 'Do me one big favor . . . get a physical, then call me and let me know how it came out. I mean, do it.'"

**Jack Cronin
R.F. Morse Co.**

pledges and is shooting for more. He also has signed seven supers to take the 13-mile walk with him.

That will be a victory in itself. But that's what Jack Cronin is all about. He keeps fighting big fights and keeps coming out a winner. That's how it should be. He's an inspiration to all of us.

GERRY FINN

Calendar

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|-------------------------|--|
| Aug. 1 | GCSANE Monthly Meeting
Dedham Polo and Country Club
Dedham, Mass. |
| Aug. 16 | 2nd Annual GCSANE
Scholarship & Benevolence
Fund Tournament
Wachusett C.C., W. Boylston, Mass. |
| Sept. 6 | GCSANE Monthly Meeting
Twin Hills C.C., Longmeadow, Mass. |
| Sept. 26 | 6th Annual GCSANE
Turf Research Tournament
Worcester C.C., Worcester, Mass. |
| Oct. 10 | The Tom Schofield
Memorial Tournament
Wellesley C.C., Wellesley, Mass. |
| Oct. 17 | NEPGA Pro-Supt. Tournament
Spring Valley C.C., Sharon, Mass. |
| Nov. 7 | GCSANE Monthly Meeting
Mount Pleasant GC, Lowell, Mass. |
| Dec. 7&8
(Tentative) | GCSAA Regional Seminar
Golf Course Construction
and Techniques
The International, Bolton, Mass. |

The Super Speaks Out:

This month's question:

Are you involved in the Integrated Pest Management program, and what have been your experiences in this environmental awareness project?

Ed Eardley, Wampatuck Country Club: "All of my contact with environmental awareness procedures has been motivated by a come-on-slowly approach.

"In all my years as a golf course superintendent, including the last 17 at Wampatuck, I've tried to stay abreast of the upgrade tact the profession is promoting in regard to maintenance guidelines.

"I've definitely cut back on my use of chemicals, but with the underlying thought that what I'm doing in this phase of my program will, in the long run, be beneficial to the condition of my golf course.

"There seems to be a growing acceptance of the theory that all chemicals should be applied according to a curative mentality. In other words, don't put down anything unless the designated area has been damaged by insects or other forms of pests. I don't follow that rule.

"My personal approach is to concentrate on a preventive program, so that chemicals can be applied a little at a time. It's been my experience that when an area has been damaged, you really have to give it a large dose of chemicals, really whack it, in order to remedy the situation. So, I would think that there would be more danger of overdosing the area with chemicals in a curative situation than there would be in a slow and easy preventive solution to the problem.

"In the overall scheme of things, I've confined use of chemicals to tees and greens, getting into it with a preventive attitude governing how much I apply.

"My personal approach is to concentrate on a preventive program, so chemicals can be applied a little at a time."

Ed Eardley
Wampatuck Country Club

"The IPM program has been a help to me because it has made me more cautious when deciding how much chemical application I'll use in my maintenance program. Just the idea of being aware of environmental problems puts a little hold on my trigger finger when it comes to dishing out shots of chemicals. The program has resulted in an automatic cutback of chemical use.

"There is another factor in taking a second look at applying chemicals to the golf course. Because environmental awareness has become part of the superintendent's creed, it's only natural that I use a minimum of chemicals at the right intervals to avoid close scrutiny by members of the state and federal regulatory teams.

"So, in the end, I view myself as an IPM booster. It has made me take a cautious and guarded route to use of chemicals on my golf course. And, the condition of the course hasn't suffered because of it. That makes it a positive addition to the superintendent's working schedule."

Jim Beane, Mt. Pleasant Country Club: "I have the IPM influential factor down to a science, I'm engaged in it, and I think that it's setting out to do what was intended—to promote environmental awareness among supers.

"My approach to getting rid of insect damaging situations is based on my experiences at Mt. Pleasant. That adds up to 20 years, which means that I'm familiar with the sunny and sore spots on the golf course.

"Therefore, I set up my use of chemicals on a curative notion, when I know just what specific areas are damaged on a regular basis. In those cases, I just hit the areas and not launch an overall spray attempt to control the pests instigating the turf damage.



"Conversely, when I know that certain areas have been under constant attack of pests for an extended period of time, say two to three years, I do a preventive or more expansive spray job.

"Since I have settled down to a more reserved and regulated use of chemicals, the results have been twofold. First, I have kept the pest damage under control while also getting favorable comments from my members because of the accompanying cutback in chemical use.

"The IPM program has been a boost in many ways, bigger perhaps in making us [supers] aware of our responsibility of protecting the environment and promoting the well-being of wildlife in and around the golf course. Really, the program has no reverse effects. It's a plus all around."

Dick Arzillo, Unicorn Golf Club: "The IPM program is working for me and providing some benefits that weren't in the picture when it was initiated.

"I'd say I've been using it in my maintenance schedule for the last five years, and find that the condition of the golf course has been following the same success cycle it did before IPM came into being.

"The philosophy of IPM sets up the mentality that blanket coverage of areas with chemicals is unnecessary if a close monitoring schedule is followed by the golf course superintendent.

"This is what I do. For example, my Japanese beetle grub control effort is based on past performance or how the damage location shaped up in recent years. In the past, I put down a blanket spray of chemicals. Now I spot treat areas according to the area's history of damage. So, I cut back on the use of chemicals but don't cut back on their effect. Instead of wholesale application, my application is selective.

"Being a municipal course, the economical effects of this approach are encouraging. I use less chemicals and get the same results, thus compromising both the town coffers and the environmental champions.

"As far as I'm concerned, IPM techniques work well for my maintenance program and push environmental awareness to another level where the superintendent and environmentalist work in effective concert. The overall effort takes a little more time and input, but it's well worth it."

GERRY FINN



GCSAA tees off in swift response to critical Wall Street Journal article

To: GCSAA Leaders and Other Interested Parties
From: Joseph G. Baidy, CGCS, GCSAA President
Date: May 5, 1994
Re: Wall Street Journal Article

Attached is a copy of the association's response to the article that appeared in the May 2 edition of The Wall Street Journal. We hope that the response helps you and your local colleagues answer questions from your members and media about the

story. We plan to distribute a fact sheet designed to help all members respond to these questions within the next week. In the meantime, we urge you to distribute

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In case you missed it, here is the article:

Golf Courses are Denounced as Health Hazards

by Timothy Noah,
 Staff Reporter of The Wall Street Journal

Environmentalists are teeing off against golf courses.

As U.S. golf courses proliferate, scientists and local activists complain that the pastoral appearance of many rolling fairways and pristine putting greens is deceptive. To achieve the sculpted landscapes that golfers demand, they say, golf course builders and operators are overusing pesticides and fertilizer.

"They nuke these things in order to get the grass looking real nice," says Blake Early, Washington, D.C., representative of the Sierra Club.

Environmentalists in Timonium, Md. are fighting the proposed expansion of a city-run golf course that they say will lead to run-off pollution in the abutting Loch Raven Reservoir. In northwest Michigan, green groups say a proposed private golf course beside the Sleeping Bear Dunes National Lakeshore will damage nearby wetlands; a federal appeals court will soon address the matter. Similar fights are brewing in Cooperstown, N.Y. and Kailua, Hawaii on the island of Oahu.

The environmental challenges come at a time when the golf industry is booming. There are 14,648 golf courses in the U.S., according to the nonprofit National Golf Foundation, and the pace at which new courses are built is accelerating. In each of the past three years, more than 350 new golf courses or expansions of existing golf courses were built, more than twice the rate in the mid-1980s. This golf-greening of America marks the convergence of two trends: Golfers are becoming younger (average age, 39), and the baby boom has entered middle age.

The boom poses a problem for environmentalists who like to golf; the Sierra Club says that one of six of its members is a golfer. "I think golfers enjoy the natural part of golf

courses," insists Sharon Newsome, an avid golfer who is also a vice president at the National Wildlife Federation. "Part of what they enjoy about golfing is being outside."

But Ms. Newsome confesses to some misgivings about the explosion in golf course development. "We probably are building more than we need to have," she says. When fellow environmentalists rib her for her fondness for the links, she says, "I ask them if they ever go skiing. The two are not all that different."

Anti-golf environmentalism has even spawned an international organization, the Global Anti-Golf Movement (GAG'M). At a Tokyo conference in March, GAG'M called for a worldwide moratorium on golf course construction, a ban on introducing golf as an Olympic sport, and laws prohibiting advertising and promotion of golf courses and golf-related tourism. Golf courses, GAG'M contends, create pollution that "leads to health problems for local communities, populations downstream, and even golfers."

Golf partisans say the concern is overblown. "Golf courses are increasingly showing that they can be very positive environmentally," says Rick Norton, vice president of operations for the National Golf Foundation. Standards of pesticide use and exposure, he says, have "evolved over the years as people have become more conscientious and more careful."

But a recent study funded by the Golf Superintendents Association of America noted an alarmingly high rate of cancer deaths among its former members. The study, which was conducted by a team at the University of Iowa medical school, examined data relating to the deaths of 618 golf superintendents between 1970 and 1992. It found, compared with the populations at large, elevated levels of cancer of the lung, brain, large intestine, prostate, and non-Hodgkin's lymphoma.

When the study's authors presented their results in February to a convention of golf superintendents in Dallas, they stressed that no causal link had been established, nor any danger to golfers. The high incidence of lung cancer, they wrote, was most likely attributable to tobacco consumption (golf superintendents tend to be heavy smokers). But since the other cancers may be linked to pesticides, the report said, it would be "a prudent strategy" for superintendents to "minimize their exposure potential to pesticides" through such methods as wearing

protective clothing and making sure pesticide users carefully follow label instructions.

At least some golf courses in the U.S. pound the planet with so many chemicals that they make more widely vilified offenders such as farmers and crabgrass-killing homeowners look harmless. According to a 1991 study by New York state's attorney general, the golf courses in the Long Island area annually used more than 50,000 pounds of pesticides, or about 18 pounds per treated acre. That is nearly seven times as much as farmers dump per treated acre. And it is almost twice as high as the most dire estimates of what homeowners dump through do-it-yourself lawn care.

There have been scattered reports of alleged harm to wildlife and human health from particular golf courses for years. Since 1971, the New York state department of conservation has recorded 25 cases of bird deaths that it says were related to golf course pesticides. In one instance, 546 brant geese were found dead on and near a Hempstead golf course after it was sprayed with diazinon; the remains were found to have unusually high residues of the pesticide. Diazinon has since been banned on all golf courses in the U.S.

Jim Snow, national director of the U.S. Golf Association's environment division, says a forthcoming \$3.2 million study by the association will conclude that most pesticides and fertilizers used on golf courses "when selected and applied properly, and even when they're not sometimes, have negligible effect on groundwater supplies." Nevertheless, "we always recommend precautions," he says, such as "no tees in the mouth." (He also says golfing in bare feet is "not appropriate" from a health point of view, adding hastily that he knows of no recorded problems on that score.)

In addition, the USGA and the American Society of Golf Course Architects are publicizing the need for golf courses to be designed in more environmentally friendly ways. They cite as models such golf courses as Spanish Bay, a 220-acre course in northern California built on top of a former landfill.

"You wouldn't want to see the whole world turned into golf courses," says Terry Minger, a former Vail, Col. city manager involved in designing environmentally sensitive golf resorts. "But it beats the hell out of a subdivision or a parking lot."

**From The Wall Street Journal
 May 2, 1994**

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this to anyone in your area to whom it may be helpful.

We also encourage you to respond appropriately to this or any other article that tends to misinform the public about our practices. Please keep in mind that we are professionals and that it's important that these responses be well-documented, reasonable, and calm.

Feel free to contact any member of the board or the following GCSAA staff members with your questions about the article or ways in which the association can help you respond: Steve Mona, CEO; Joe O'Brien, COO; Pat Jones, Director of Development; Scott Smith, Public Relations Manager; Kirk Kahler, Government Relations Manager.

The letter to the editor:

Mr. Ned Crabb
The Wall Street Journal
200 Liberty Street
New York, NY 10281

Dear Mr. Crabb:

Your publication has always led the way in debunking eco-myths (e.g., the Alar scare), so I was surprised at Timothy Noah's article on the environmental criticism that has been leveled at golf courses of late.

Instead of highlighting the remarkable efforts being made to ensure that golf courses are environmental assets for communities, the article failed to identify the underlying motivation behind the criticism, revived a questionable New York "study", and suggested that those in my profession were irresponsibly using pesticides merely to make courses green and pretty. That's unfair, and here's why:

1. The great majority of the criticism directed at golf courses has been generated by local interest groups who wish to stop a particular development. We agree that communities should have the right to control their own destinies, but it often seems to be at the expense of our industry's reputation. In short, golf courses everywhere have been victimized by feverish anti-growth rhetoric in a few communities.

2. Golf course superintendents are widely recognized by the regulatory community as being among the best-educated, most judicious users of pesticides. These professionals are leading the way in the use of integrated pest management practices, high tech application systems, and new generation chemicals and biological con-

trols. As the United States Golf Association's forthcoming research report and numerous previous independent studies show, the products we use on our existing golf courses do not tend to migrate into ground or surface water — despite some dire and often undocumented claims to the contrary.

3. The report on golf course pesticide usage on Long Island issued by former New York attorney general Robert Abrams contained a great deal of alarmist language with little or no scientific documentation. It cannot be considered to be a valid representation of real-life golf course management practices.

4. The quote suggesting that golf courses are "nuked" with chemicals "to get the grass looking real nice" goes to the heart of the biggest fallacy about golf course management practices — that these products are used for purely aesthetic reasons. This is simply not true. The primary reason to prevent pest damage is to ensure the playability of the course and the value of the property and the enjoyment of the game of golf. Golf courses are extremely valuable assets, both as real property and as community greenspace. They employ hundreds of thousands of people, dramatically increase the value (and therefore the tax base) of the adjacent property, and provide recreational and physical fitness opportunities for more than 25 million Americans each year. In short, they are far more than just pretty playing fields.

5. As the author correctly noted, the study our association commissioned to gather information on causes of death among GCSAA members over the past 25 years cannot and should not be used to imply that a cause-and-effect relationship exists between occupational chemical ex-

posure and human health. We asked the University of Iowa to conduct the study simply to establish a baseline for a long-term, in-depth study of all health and safety questions facing our current members. We are piloting that study this year. As far as the lead investigator's statement that it's a "prudent strategy" to reduce opportunities for pesticide exposure among golf course workers, we agree wholeheartedly. That's just common sense.

6. Finally, I felt that the illustration that accompanied the article (a cartoon which depicted golfers in "moonsuits") was not reflective of the content. Return to the Alar scare for a minute. The most unfortunate part of that whole unsavory story was that people stopped a very healthy activity (eating apples) because of an extremely remote health risk. Your illustration flip-pantly creates a perception that golfers have something to fear. Nothing in our study or any other credible scientific research indicates that golfers are at risk.

In closing, I urge any golfer who has a question related to this article to contact his or her local golf course superintendent to find out the real story. Ask your superintendent about wildlife on the course, about the realities of chemical management practices, about the course's environmental philosophies. I think golfers will find the real story much more positive than the one presented recently in these pages. I also urge the Journal to revisit this subject in the future and to take a much more comprehensive approach.

Sincerely,
Joseph G. Baidy
President, GCSAA

GCSAA membership director leaves association for New Mexico post

Janet Rose, director of membership for the Golf Course Superintendents Association of America (GCSAA), has announced that she is leaving the association to accept a new association management position.

Rose, GCSAA's membership director since 1987, is taking the position of executive director for the Los Alamos (New Mexico) County Chamber of Commerce.

GCSAA Chief Executive Officer Stephen F. Mona, CAE, said, "Janet's abilities to communicate with members and handle the important functions of the Membership Department made her an important part of our team for many years.

She's been a tremendous asset to our staff and we will miss her very much."

Rose joined the GCSAA membership department in 1984. As membership director since 1987, Rose's responsibilities were membership promotion and retention, as well as benefits and services to the nearly 13,700 members. These services included insurance and health benefits, merchandise and reference material programs, job referral opportunities, chapter relations, and coordination of the GCSAA Golf Championship and annual meeting.

GCSAA currently employs a staff of 72 at its Lawrence headquarters.

GCSAA issues pesticides fact sheet

"Facts About Golf Course Pesticides" From the Golf Course Superintendents Association of America

1. Why do golf courses use pesticides?

Pesticides help to limit the damage that can be caused by insects, weeds and plant diseases. Insecticides, herbicides, and fungicides are used very selectively to protect the health of turf, trees, and other living things on the course. Fertilizers provide much needed nutrition for the course's plantlife.

It is very important to note that the pesticides and fertilizers are not used primarily for aesthetic reasons. First and foremost, they are tools that help ensure a healthy playing surface for the game. Furthermore, they help to protect a valuable and ecologically important piece of land. Golf courses are tremendous economic assets as well as vital greenspaces for communities. They employ hundreds of thousands of people, enhance local economies through tax revenues and tourism, and provide many ecological benefits. For example, golf courses help to filter air pollutants and create fresh oxygen, they are excellent groundwater recharge sites and, most importantly, they are critical wildlife sanctuaries in urban and suburban areas.

2. How does a superintendent decide when to apply a pesticide?

Pest problems on golf courses are often relatively predictable or can be diagnosed as part of an ongoing monitoring program. Once the problem has been identified, the superintendent considers the available options. These could include cultural practices (such as physically removing weeds, changing irrigation patterns, or clearing underbrush around a problem area to allow more air movement) or the use of biological controls or chemical products. Once the problem is diagnosed and the right treatment has been selected, the superintendent waits for the ideal time to treat the problem in the most effective and environmentally sound manner available. This approach is often called "integrated pest management".

3. What kinds of products are used?

Most people are surprised to find that the majority of the pesticide products used by superintendents are identical or closely related to those used by homeowners.

4. How do we know that these products aren't harmful to humans or wildlife?

Pesticide production is one of the most highly regulated industries in the United States. Before a product is registered by the EPA, it must be rigorously tested for potential human health and environmental effects. This process can take up to ten years and involve more than 120 different tests and studies. Today, manufacturers often invest up to \$50 million in product safety and testing before a new pesticide ever comes to the market.

5. Are golfers at risk?

No. There is no scientific evidence that golfers face any chronic health risks from the pesticides used to maintain courses. Once a liquid product is applied and the turfgrass is dry or the product has been watered in, there is very little chance of exposure to golfers or others who enter the area. It is worth noting that a small percentage of people may be allergic to a particular product, just as some people are allergic to household cleaners, soaps, or perfumes. Golfers with possible chemical allergies are always encouraged to contact superintendents to find out what products might be in use.

6. If the products aren't that dangerous, why do professional applicators wear protective gear?

Applicators work directly with pesticides and are exposed much more often than golfers. Consider the fact that it is safe for a person to have an occasional x-ray, but the technician may actually leave the room to prevent repeated exposure. Pesticide label directions (which carry the weight of law) require that applicators take certain precautions based on the assumption that the same person will be repeatedly exposed to the same product over many years. These precautions may include the use of rubber gloves, goggles, respirators, or protective clothing.

7. Some media stories suggest that pesticides are linked to cancer. What are the facts?

Most of the product testing required by EPA focuses on this question. Before a product is registered, tests are done (usu-

ally on laboratory rats) using exposure rates that are considerably higher than any exposure a golfer could ever receive. Although a recent study commissioned by GCSAA to examine causes of death among its members found some higher rates of certain cancers, researchers said that no cause-and-effect relationship could be established from the data. They also said that lifestyle choices (smoking, diet, stress, etc.) were the most significant factor in the results.

8. Do properly applied chemicals pose a threat to groundwater, lakes, or streams?

No. Studies consistently show that a well-managed golf course can actually improve water quality on and around the facility. Research also shows that when pesticides and fertilizers are used properly, they do not tend to seep into groundwater or run off into surface water. Modern products and practices allow superintendents to manage turfgrass so efficiently that there is little chance of harm to our precious water resources.

9. What kinds of training and education to superintendents and golf course applicators have?

Golfers are often surprised to find that most superintendents have college degrees in agronomy, horticulture, or a related field. Because it's important to keep up to date with new information and technologies, the majority also attend continuing education programs offered by universities and associations like GCSAA. Superintendents are widely considered to be among the best-educated and most judicious users of pesticide products. The vast majority of superintendents are using integrated pest management practices to ensure that both the turf and the environment stay healthy. Applicators are also trained and licensed by the state. A recent study indicated that nearly 100 percent of GCSAA-member courses had at least one licensed applicator on staff (despite the fact that it isn't necessarily required in some states). This confirms a high degree of compliance and concern about safe and proper usage of chemical tools.

(Anyone with a question about golf course pesticide practices is encouraged to talk with their local superintendent or call the GCSAA at 913-841-2240 to find out more.)

Dealing with alcohol and drug abuse in the workplace a perplexing problem

Dealing with an employee who has an alcohol or drug addiction can be one of the more perplexing problems a club manager faces. Unfortunately, many supervisors have not had any experience in dealing with employees who suffer from substance abuse problems, and they are often reluctant to take action.

Some signs of a potential substance abuse problem include:

- A change in personality and relationships with co-workers.
- Declining work performance.
- A tendency to withdraw and work less as part of a team.
- Increased absenteeism, particularly on Fridays and Mondays.
- On-the-job absenteeism which occurs when employees are missing during work hours and cannot be found.
- Unexplained thefts and accidents, especially if concentrated in one area.
- Sudden bursts of hostility and abusiveness, and perhaps episodes of violence.

Are you seeing red this summer? Experts advise following these tips to avoid skin damage from the sun

Has your summer game got you seeing red—as in sunburned skin?

A recent study from the M.D. Anderson Cancer Center in Houston warns that sunscreen may not be effective in preventing melanoma skin cancer, the most fatal form of the disease. That news should cause some alarm among golfers, who make up one of the higher skin cancer risk groups.

The American Academy of Dermatologists recommends using common sense when you're out in the sun. In that spirit, here are some tips you can use to protect yourself from the effects of the summer sun:

- Sunglasses with a UV-absorbing coating are the best protection against cataracts and other damage to the eyes.
- Play in the morning. Avoid the sun during its peak hours—noon to 2:00 p.m.

From *The Massachusetts Golfer*

After these warning signs have been noted, schedule a meeting with the employee to discuss work performance. Take detailed notes during the meeting and record when the substance abuse problem was first noted. Diagnosing the cause is not an employer's responsibility, but documenting the consequences as they relate to work performance is.

Once the problem is acknowledged by the employee, try not to be judgmental but offer suggestions for treatment. If the employee denies there is a problem and refuses treatment and his job performance is deteriorating, then termination may be necessary. However, if termination can be avoided and treatment is acceptable to the employee, the support of the employer can play a significant role in the employee's return to a more productive life.

From the Newsletter of the National Club Association

- Wear a wide brimmed hat like Greg Norman's—it will protect the face, especially the eyes, nose and ears which are very vulnerable to UV exposure.
- Wear a shirt with a tight weave. Avoid clothes that let the sun shine through them. Use sunscreen underneath your shirt and wear your collar up to protect the back of your neck.
- Use a sunscreen with an SPF factor of at least 15 and make sure to reapply after nine holes.
- Wear long pants. Your legs are vulnerable to light reflected from water hazards, bunker sand, and the concrete cart paths.

GCSANE and golf community lose good friend Tom Schofield

On June 6, 1994, the Golf Course Superintendents Association of New England and the golfing community in greater Boston lost a good friend when Tom Schofield, CGCS, the Director of Golf at Wellesley Country Club, passed away following a stroke. Tom had



served the GCSANE in several capacities, most recently as its Treasurer, leaving the Board in 1989. Prior to Wellesley, Tom was the Golf Course Superintendent at Maynard Country Club. Our sincere condolences go out to his wife Betty and daughter Paula.

(The Tom Schofield Memorial Fund Tournament has been scheduled for October 10, 1994 at Wellesley C.C. Details will be forthcoming.)

Longtime GCSAA publications director retires

Clay Loyd, director of communications and publications for the Golf Course Superintendents Association of America (GCSAA), retired June 30.

GCSAA Chief Executive Officer Stephen F. Mona, CAE, said, "Clay's contributions to the association's effectiveness and the status of the nation's golf course superintendents and the game of golf will be forever remembered by GCSAA members and staff. We have been extremely fortunate to have a man of his abilities delivering our message so well for so many years."

Loyd's successful career with GCSAA began in October 1983 as director of communications. Under his leadership, GCSAA's flagship magazine, *Golf Course Management (GCM)*, grew steadily over

the past ten years. During that time, GCM steadily set new records for size and revenues, as well as the standard for quality among golf/turf publications. In addition, Loyd was instrumental in the launch of several new publications and the development of countless new media products in support of GCSAA programs.

Loyd was also part of the management team responsible for GCSAA's strong, steady growth over those same years. He oversaw several major staff transitions and repeated growth-driven relocations of operations, culminating with the move into GCSAA's new headquarters building in 1991.

In 1992, Loyd was formally honored by the Kansas State Senate for his role in the magazine's success. At that time, he was

presented with a Senate resolution congratulating and commending him "on the publication of the 100th issue of *Golf Course Management* magazine under his uninterrupted leadership."

Loyd is a 1956 graduate of the University of Missouri School of Journalism.

Prior to joining GCSAA, Loyd was director of public relations for the Kansas National Education Association, and had been editorial page editor for the *Topeka (Kan.) Capital-Journal*.

Loyd plans to continue his longtime career in journalism, and is already at work on his first book.

**From GCSAA
News Release**

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

MEMBERSHIP

Proposed for Membership: Randy Hamilton, Affiliate, O.M. Scotts Co.

Welcome New Members: Charles Bramhall, Affiliate, Prolawn, Inc.; Donald Dallaire, Affiliate, Golf Learning Center of New England; Jason Adams, Assistant, The Shattuck G.C.

INFORMATION

Corrections from the May newsletter: The donations from F.D.I. and TRIMS Software were not made to the Turf Research Fund but to the Scholarship and Benevolence Fund.

The Scholarship and Benevolence Fund Tournament will be in memory of Robert F. Johnston, CGCS, and Thomas Schofield, CGCS. (The newsletter Editor regrets the errors.)

The GCSANE Turf Research Committee wants to thank the Weston Golf Club for its \$200 donation to the fund. The Board of Directors would like to remind all golf course superintendents that club donations (like Weston G.C.'s) will be gladly accepted.

On June 11, 1994, Ron Dobosz of Cedar Hill G.C. and Jennifer Lynn Zagrubski were married in Northfield, Massachusetts. Congratulations!

Dr. Gail Schumann will be away from the UMass Plant Pathology Lab from August 4 through August 22. No disease samples will be accepted during this time. Please call before sending or bringing samples just prior to the 4th, 413-545-3413.

Dr. Rob Wick would also request a phone call before sending any Nematode assay samples, at 413-545-1045.

The phone and fax numbers for Jim Skorulski, Regional Agronomist for the USGA Green Section, are (Phone) 413-283-2237 and (Fax) 413-283-7741.

MEETING NOTES

Thanks to Mike Hermanson and the staff at Gardner Municipal G.C. for a great job hosting the June meeting.

JOB OPPORTUNITIES

Stow Acres C.C. is accepting resumes for the position of Spray Technician. This is a full time position offering a competitive salary and benefits. The ideal candidate should possess an A.S. in Turf Management and should be a licensed pesticide applicator in the state of Massachusetts. Send resumes to Andrew Langlois, Golf Course Superintendent, Stow Acres C.C., 58 Randall Road, Stow, MA 01775.

TOURNEY RESULTS

Superintendent - Green Chairman Tournament, Belmont C.C.

1st Gross - Purpoodock C.C. - Jim Diorio and John Hayes
1st Net - Brae Burn C.C. - Bob DiRico and Bob Howard
2nd Net - Pine Brook C.C. - Mike Iacono and Jim Herscot
3rd Net - Franklin C.C. - Gary Luccini and Tom Fox
4th Net - Brockton C.C. - Dave Devin and Peter Dufresne
5th Net - Belmont C.C. - Art Silva and Richard Yanofsky
Closest-to-the-Pin - #3-Steve Carr; #12-Lynn Fay

June Meeting, Gardner Municipal G.C.

1st Gross - Doug Preston
2nd Gross - Ron Dobosz
3rd Gross - Steve Chiavaroli
1st Net - Dave Barber
2nd Net - Daryn Brown
3rd Net - Bob DiRico
4th Net - Richard French
5th Net - Dick Duggan
1st Net Affiliate - Mike Cornicelli
Closest-to-the-Pin - #8 Jeff Rogers; #14 Tom Foxx

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Please mark your calendar!

Please keep in mind the following important dates:

Tuesday, August 16, 1994 - 2nd Annual Scholarship and Benevolence Fund Tournament at Wachusett Country Club, West Boylston, Mass.

Monday, September 26, 1994 - 6th Annual Turf Research Tournament at Worcester Country Club, Worcester, Mass.

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