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Superintendents can thank Mary Owen for IPM education & information resources

Natural turf is making a comeback, a trip which shouldn't surprise the golf course superintendent because in his professional world the thought of replacing mowers with vacuum cleaners never entered his mind.

So why all the noise about natural turf getting back in the good graces of the athlete and those who build and maintain his field of battle? Simple. Away from the golf course, where it never had a chance anyway, the romance with artificial turf has hit the skids in many circles.

This, according to Mary Owen, a founding member of the New England Sports Turf Management Association and University of Massachusetts Extension educator and team leader for its turf segment educational program.

"Oh, don't get me wrong," Mary cautioned over the telephone from Phoenix, where she was taking part in a conference of sports turf management experts. "I don't

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mean to imply that there's no need for artificial turf. On the contrary, it is a must in many locations where seasonal weather factors make it impossible for athletes to perform on natural turf. There are still some fine artificial turf stadiums and fields around New England.

"Some of the colleges couldn't operate spring soccer programs without artificial turf on their fields. In places where athletes have to get on the field around the clock or in every season of the year. artificial turf is the answer. However, it (artificial turf) is not sweeping the country like it used to. Improved maintenance and

"Naturally, IPM has ecological overtones, and we know the superintendent is interested in any measure that will enhance the environment. In a word. IPM is intended to cut down on the use of pesticides, while providing the same kind of control that superintendents are accustomed to experiencing."

Mary Owen **University of Massachusetts Extension Service**

management conditions have caused sports turf management people to convert many fields back to natural turf. After all, when conditions are right, nothing is as good and safe as natural turf."

Mary Owen? The name should ring a bell with golf course superintendents because she has touched them with her deep involvement in Integrated Pest Management (IPM). Mary has been concentrating on the outreach arm of the UMass Extension machine and presenting IPM as a viable tool for golf course superintendents in their turf maintenance efforts.

"What IPM does is propose a variety of remedies for pest control, other than relying solely on pesticides as a cure-all for the problem," she explained, "Naturally, IPM has ecological overtones and we know the superintendent is interested in any measure that will enhance the environment. In a word, IPM is intended to cut down on the use of pesticides while providing the same kind of control that superintendents are accustomed to experiencing."

Apparently the golf course superintendent has responded well to the efforts of Mary and others promoting IPM as a regular part of his maintenance schedule. The program has been well-received and Mary feels that eventually IPM will become protocol with the super when he addresses pest control problems. Such interest in the well being of the golf course is a carryover from Mary's involvement with similar problems on the

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PRESIDENT Kevin F. Osgood 14 Inman Lane, Foxborough, MA 02035 617-630-1950 Fax 617-969-8756 Newton Commonwealth Golf Course

VICE PRESIDENT Robert Ruszala 69 Gelinas Drive, Chicopee, MA 01020 413-256-8654 Fax 413-592-5780 Hickory Ridge Country Club

SECRETARY
James Fitzroy, CGCS
357 W. Squantum Street, North Quincy, MA 02171
617-328-1776 Fax 617-328-9479
Presidents Golf Course

TREASURER Michael V. Iacono, CGCS 42 Newton Street, Weston, MA 02193 781-899-7913 Fax 781-647-0602 Pine Brook Country Club

TRUSTEE Arthur Silva, CGCS 35 Pennacook Road, Tewksbury, MA 01876 781-484-5440 Fax 781-484-6613 Belmont Country Club

TRUSTEE
David Comee
65 Marquette Road, Gardner, MA 01440
978-297-1223 Fax 978-297-0911
The Winchendon School Country Club

TRUSTEE Wayne F. LaCroix, CGCS P. O. Box 4224, Andover, MA 01810 978-475-6638 Fax 978-475-9488 Andover Country Club

FINANCE CHAIRMAN Daniel Higgins, CGCS 68 Hutchinson Road, Winchester, MA 01890 781-729-3809 Fax 781-721-1561 Winchester Country Club

GOLF CHAIRMAN Michael J. Hermanson 100 Eaton Street, Gardner, MA 01440 978-632-2713 Fax 978-632-2029 Gardner Municipal Golf Course

EDUCATION CHAIRMAN Ronald P. Dobosz, Jr. 1137 Park Street, Stoughton, MA 02072 781-341-8564 Fax 781-344-5048 Cedar Hill Golf Course

NEWSLETTER CHAIRMAN Russell Heller 59 Park Street, Melrose, MA 02176 781-979-9048 Fax 781-979-9048

PAST PRESIDENT Robert DiRico, CGCS 326 Fuller Street, West Newton, MA 02165 617-527-6968 Fax 617-527-0069 Brae Burn Country Club





GCSANE Headquarters 175 Highland Avenue, Needham, MA 02494-3034 (781) 453-8668 Fax (617) 449-4020

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continued from page 1

sports turf management front. There, she has conducted and taken part in numerous seminars and turf field days.

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Mary notes that municipalities are spending increasing numbers of dollars in constructing and conditioning sports fields, much of the thrust headed for natural turf facilities.

She has been instrumental in arranging and conducting educational meetings to showcase the increasing reliance on natural turf like the rotating UMass Turf Field Day which this year will be staged in Nashua, N.H., where a monumental renovation project is gathering attention.

Mary is also involved in the lawn care professionals' wants and needs, being part of that profession's seminar programs during which IPM always seems to be an integral segment of her presentation.

Also on deck is the New England Turf Conference where Mary has occupied an educational chair and put together educational programs at all levels of turf management.

However, Mary tells that the heavy emphasis of her contribution to the field

GCSANE News

The Newsletter publishing schedule for 1999 announced

To get The Newsletter to your mailboxes in time, it has become necessary to put together the following publishing schedule. If you intend on submitting anything for publication, please adhere to these deadline dates. Also, if you are supposed to have an interview with Gerry Finn, please realize that deadlines must be met. Give Gerry that interview as soon as possible.

March					×	•				February 19
April				•						. March 12
May				*	*					April 9
June					*					May 7
July		٠	¥.		*					June 11
August				×	×			43		July 9
September					÷					August 6
October .			•				ē		5	September 10
November	*	•								. October 8
December	2	*	8							November 5

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"What IPM does is propose a variety of remedies for pest control, other than relying solely on pesticides as a cure-all for the problem."

Mary Owen UMass Extension

remains in sports turf management, where she says the biggest breakthrough in the last 10 years has been the emergence of streamlined electronic communications.

From an educational and practical sense, then, the ever-widening field of sports turf management is in good hands. Mary Owen, a new friend of the golf course superintendent, has seen to that.

GERRY FINN

Calendar

Feb. 8-14	70th GCSAA International Golf Course Conference & Show Orlando, Fla.
February 9	Stockbridge School of Agriculture Job Fair Amherst, Mass.
March 9	MGA Spring Conference Westin Copley Boston, Mass.
Feb. 23	GCSANE Monthly Meeting Heritage Hill Country Club Lakeville, Mass. Supt Brian Linehan
March 2-4	New England Regional Turfgrass Conference & Show Rhode Island Convention Center Providence, R.I.
March 15	GCSANE Monthly Meeting Hickory Ridge Country Club

Amherst, Mass. Supt. - Robert Ruszala April 26 GCSANE Monthly Meeting Joint meeting with Cape Cod Eastward Ho Country Club Chatham, Mass. Supt. - Brian Cowan, CGCS May 5 GCSANE Monthly Meeting Scholarship & Benevolence

Tournament Cyprian Keyes Golf Club Boylston, Mass. Supt. - Dick Zepp, CGCS

The Super Speaks Out

This month's question: Just how does the winter shape up for you as a superintendent in matter of course maintenance, winter preparation, and work schedules?

Joe Eckstrom, South Shore Country Club: "This has been a pretty busy winter for me with the emphasis on drainage work. Try 3,000-and-counting feet of it.

"That's been our main project here. But that's on top of the regular winter schedule which takes in equipment repair, general cleanup and pruning when the weather allows and covering all of the greens.

"The drainage commitment comes because of this season's weather which left us with a very wet situation. In fact, one of our fairways (fifth) had to come in for special attention. There was standing water on it all season. It's a very low area and attracts all kinds of water.

"One of the solutions was to push back fill material enough to form a hill that drains the water away from the fairways. In effect, we reshaped the fairway and as far as I can determine, it's working. But, and there's always a but, we'll have to see the final results when spring rolls around.

"Another pet project of ownership is to change the image of the club and point it into an all-season facility. We're doing this now with the grooming of trails for cross-country skiing. All we need is the snow. We know the skiers will show up, which is what we're hoping for.

"Add to this the sledding detail and it looks like we're going full bore around here. We've had as many as 400 kids spinning down our hills on a weekend and we're happy to have them available.

"We're a management group running the course and it seems to be working well with Doug Johnson calling the shots.

"One of the pluses for my winter schedule is the decision to close the course on a set date. This past year it was December 1. It helped in all areas because there were good-weather days when we could get out on the course and work at the projects under manageable conditions. Actually, it makes for a year-round responsibility on our part. It's getting to

be that the only difference between putting in time in the summer and winter is the calendar. Maybe it's my cross to bear, but this is my eighth year here, so it can't be that heavy."

Bob Ruszala, Hickory Ridge Golf Club: "Somebody once asked me what I did with myself in the winter. Like there was nothing to do around here. Just shut down shop and go to Florida for a few months.

"Well, nuts to that. Actually, I feel like a housewife in the winter. My work never ends. If it's not one thing to be refurbished, painted or whatever it's another. In fact, once I start lining up projects when the golfers aren't in the way, I start wishing winter would never end. It's so much easier when the crew has the golf course to itself. Anyway, my winter schedule is almost as full as my summer program.

"As for the ongoing winter projects, our drainage concentration goes to the top of the list.

"This winter we're trying to establish the right pitch so that water runs away from the playing area. We're talking about runoff ditches, drainage holes and everything else to relieve an acute situation.

"This year we'll have put in more than 2,200 feet of new drainage and it figures

"Somebody once asked me what I did with myself in the winter. Like there was nothing to do around here. Just shut down shop and go to Florida for a few months. Well, nuts to that."

Bob Ruszala Hickory Ridge C.C.

to help us along economic lines. Over the last 15 years we figure there's been three miles of drainage work done here. The payoff is revenue. It adds to an extra two or three weeks of spring play when the course will handle golf carts. That's important.

"Away from drainage work there's the usual repair work, cleaning and painting equipment, ball washers, tee markers and the like. Then, on seasonable days we're out pruning and shaping trees. All this between runs on plows to keep club roads open.

"If I sound like I have a housewife's agenda, it's no fluke. My work on the golf course never ends. Whether it's the height of the season or the dead of winter."

Manny Francis, Green Harbor Golf
Club: "My winter schedule is pretty well
set on an annual basis because I can plan
on it. Even though we're a public facility,
we don't put a strain on the weather. We
shut down the course in the middle of
December, regardless of the weather, and
we don't open it until the last traces of frost
are gone. That's usually the middle of March.

"Winter here means clean-up and repair everything in sight that needs attention. And there's always enough of that to keep us busy for the three months of playing shutdown.

"The rule of projects here is to work inside when the weather is bad and move outside when the weather is good. We're fortunate at Green Harbor because of our location. That translates into not much snow and that's a blessing when you're thinking of clearing brush, cleaning basins, and opening up drainage ditches.

"Presently, there isn't any main project on the board. But our motto here always has been to improve quality, even when you think it doesn't need improving. That's the byword we got from my father when we built the course and I've carried on that theme to the point where our players appear satisfied with everything on the playing table.

"Of course, it doesn't hurt our maintenance ambitions that we remain perhaps the only course in the state (Mass.) that doesn't allow golf carts. That's been a given since the beginning. Our players seem to like this philosophy and certainly it's conducive to retaining the best possible playing conditions."

GERRY FINN

The Newsletter inaugurates new forum for thoughts & ideas from membership

The Newsletter maintains a long standing tradition of being produced by our members to benefit the entire membership. This new column is a call for your participation. We would like to fill this "Open Green Space" with thoughts and ideas from the general membership. We invite and encourage members to submit articles, letters of interest, editorial pieces, or raise issues that are important to you as turf managers. Express yourself. Typewritten letters should include name, address and telephone number for confirmation purposes. They may be mailed to: The Newsletter, c/o Russ Heller, 59 Park Street, Melrose, MA 02176, or faxed to (781) 979-9048.

To inaugurate this column I have submitted an article reviewing the main points of the most recent seminar I attended. I hope you find it useful. Enjoy!

MARK CASEY

Seminar Review: **Enhancing Your** Value as a **Golf Course** Superintendent

On January 11,1999 the GCSAA, in conjunction with the New Hampshire superintendent's organization, hosted the seminar entitled Enhancing Your Value as Golf Course Superintendent. The guest speaker was Tommy Witt, CGCS, of Still Waters, Ala., formerly of Wynstone, located outside of Chicago, Ill.; Bent Tree Golf Club; and Austin Country Club in Texas.

"Superintendent as Profit Center". By ascribing to a point of view contrary to income statements, Witt outlines

a compelling argument that the superintendent is in fact manager of a substantial profit center. Armed with survey results that show the American golfer chooses a course to play based upon #1 cost, and #2 course conditioning, he links revenue from greens fees, carts, merchandise, and food & beverage, directly to golf course conditions. The golf course is the greatest asset of the private club or municipality, attracting the people and their money. The golf course is the center of multi-million dollar real estate developments which spring up on the periphery. Witt explained that sales generated at all revenue centers would not be as great if superintendents did not maintain courses with the level of expertise as witnessed today. He recommends obtaining annual reports to see how your performance may be positively linked to the fiscal well being of employers.

Witt expressed the importance of showing your best to employers from first point of contact through your full tenure at a job. Your resume and interview create a first and lasting impression on how you will be perceived as a superintendent. How you present yourself and the operation on the course present an image with the membership. For the greater portion of the membership who are not in direct contact with the superintendent and do not understand the magnitude of the role, perception is reality.

Presenting a positive image and maintaining open and fluid lines of communication with the greens chair. boards, committee members, and the golf pro, has proven successful for Witt. Through the use of newsletters, documentation for capital proposals, and memo's explaining budget variances, he conveys the message and progress of his department. The camera can be the superintendent's greatest ally, producing before and after pictures. How quickly some players forget the old once they

From the GCSANE archives

At left is a copy of the cover page of the very first issue of The Newsletter, volume 1, number 1, published in May 1929 by the Greenkeepers Club of New England. The editor was Guy C. West. Associate editors were Frank H. Wilson, Jr. and James McCormack.

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	Associate Editors	James McCormack
	Associate	James Moor
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Flam	with his own vo	cation whatever it is, and
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		purpose, to serve you

This newsletter comes to you with one purpose, to serve you.

It aims to help you, to give you the viewpoints of various men in this field of greenkeeping. All of the articles in this issue have been written by members of the Board of Directors of your club, men who are earnestly trying to make this club a vital force, serving the members well. Do you appreciate all that your Directors are its members well. Do you appreciate all that your Directors are

This then is your newsletter. It is on trial. Help it to help others. Your suggestions and articles for it are desired.

The May meeting held at the Charles River Country Club, The May meeting held at the Charles River Country Club, Newton Centre, Mass. gave all who attended a fine opportunity to inspect the new demonstration plots which were planted last Fall in conjunction with the Green Section. Experiments are being carried on with various kinds of bent, fertilizer experiments, arsenate carried on with various kinds of bent, fertilizer experiments, arsenate lead, and height of cut. These plots are for you and you should

carried on with various kinds of bent, fertilizer experiments, arsenate of lead, and height of cut. These plots are for you, and you should plan to inspect them often. The experiments are there under New England conditions for you to see at any time, and Frank Wilson will be glad to tell you about them when you drop around!

Plan to take in the June meeting, at Bear Hill Country Club,

Wakefield, Mass. Let's get together!

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IPM Protocols for Golf Courses to be field tested at Mass. courses during 1999 growing season

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This project is being conducted in response to a growing demand from industry and the private sector for the implementation and use of integrated pest management systems in all aspects of professional turf care. In 1998, the project focused on the development of Integrated Pest Management Protocols for Golf Courses, a document designed to aid in the writing, development and implementation of site specific integrated

pest management systems. Integrated Pest Management Protocols for Golf Courses is intended also to be used as a tool to document the use of IPM.

The UMass Extension Turf Team is working closely with a Superintendent Working Group in the development and verification of these protocols. We would like to thank Ron Dobosz, Daryn Brown, Dan Higgins, Mike Iacono, Pat Kriksceonaitis, Charlie Passios, and Dick

Zepp for their hard work during the writing and revision process of the draft IPM Protocols for Golf Courses and for their commitment to participate in the field testing segment of the project.

Integrated Pest Management Protocols for Golf Courses will be field tested and

IPM Management Protocols for Golf Courses is intended also to be used as a tool to document the use of IPM.

evaluated on several golf courses across Massachusetts during the 1999 growing season. We are currently expanding the Superintendent Working Group so that the protocols can be field tested at a number of sites varying in geography, course type and the degree of environmental sensitivity. Cooperating superintendents will implement the IPM practices outlined in the document and commit to working with the UMass Turf Team to validate and refine the protocols. Many aspects associated with the use, feasibility, and practicality of the document will be assessed.

This project is partially funded from monies appropriated by the legislature through Massachusetts Department of Food and Agriculture and the UMass IPM Steering Committee. We are also grateful for support from the GCSANE/Lonnie Troll Research Fund, which will not only provide for project implementation, but also for a final copy of IPM Protocols for Golf Courses for each GCSANE regular member.

If you are interested in being part of the Superintendent Working Group and a cooperator in the field testing segment of the project, please contact Mary Owen, Extension Turf Team Leader, at (508) 892-0382, fax (508) 892-4218, email: mowen@umext.umass.edu.; or Randy Prostak, Extension IPM Project Technician, at (413) 545-2965, fax (413) 545-3075, email: rprstak@pssci.umass.edu.

Remember When?

Remember When?: GCSANE's past

Remember when? looks at significant individuals and events of GCSANE's past.

25 years ago

A letter from USGA Green Section official Dr. Alexander M. Radko takes up the issue of damage to turf caused by types of golf shoes. It reads in part:

"In 1958 tests were made on various kinds of golf shoes - ripple, lug-soled, spike shoe - which showed us that the shoulder on the spike was the thing that was causing most damage.

"This test emphasized the need for more research and another test was set up which included a modified spike recommended by Dr. Marvin Ferguson who conducted the tests. One type recessed into the leather so that the spike shoulder didn't protrude. This shoe, with recessed spike, caused far less damage than the shoe with the spike protruding.

"There is no doubt that the spikes with recessed shoulders would be far less damaging to turfgrasses on golf courses."

15 years ago

The USGA, realizing the need for a strong line of communications between the golf course superintendent and golfers, has established guidelines to establish that line.

In an advisory statement through its president, the USGA notes that the ideal situation presents an arrangement whereby the club membership is represented by

a key person in an exchange of ideas and opinions and the like between the superintendent and golfer. Usually that person is the green chairman. However, some club members feel their input should be recognized in every detail in the grooming of the course.

Therefore, the USGA suggests that any criticism on the condition of the golf course should come from only one source (chairman or owner). That source also should be educated in the maintenance field so as to be able and worthy to make such criticism on a constructive basis.

Probably the most persistent complaint by superintendents in relation to their main function of improving and maintaining playing conditions is that there are too many bosses to deal with. The USGA hopes it has helped ease that situation with its latest advisory.

5 years ago

Congratulations are in order for Conor Fitzgerald, a crew member at Newton Commonwealth, for his selection as winner of the Joseph Morrill, Jr. Award by the Francis Ouimet Scholarship Fund. Fitzgerald, with eyes on the future as a golf course superintendent, is a native of Ireland who has been living in the Boston area since 1988.

Hats off to Don Hearn, Bob St. Thomas, Glen Ackley, and Bob Healey, who received GCSANE 25-year membership pins.

GERRY FINN

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Information Resources

A superintendent's list of frequently used phone numbers

UMass Extension Landscape, Nursery
& Urban Forestry Program (413) 545-089
Pesticide Education Program (413) 545-104
Turf Program (508) 892-0383
Soil Testing Lab (413) 545-231
Turf Diagnostics (413) 545-320
Associations
Associated Landscape
Contractors of Mass (508) 653-337
Board of Registration
of Landscape Architects (617) 727-3093
Cape Cod Landscape
Contractors' Association (508) 428-329'
Ecological Landscaping Assn (978) 874-1373
Massachusetts Arborists' Assn (508) 653-3320
Mass. Association
of Lawn Care Professionals (978) 287-012'
Mass. Nursery & Landscape Assn (413) 369-473
Mass. Flower Growers Assn (508) 486-8216
Mass. Tree Wardens'
& Foresters' Association (508) 365-2842

New England Golf Course	
Superintendents Association	(800) 833-4451
New England Sports Turf	(000) 000 1101
Managers Association	(401) 789-9301
Sports Turf Managers Assn	
Chemicals	
CHEMTREX (emergency spills, fires, l	eaks & explosion
Pesticide Emergency Network	
EPA Emergency	
National Response Center	(800) 424-8802
EPA Emergency Treatment - Spills	(617) 223-7265
National Pesticide	
Telecommunication Network	(800) 858-7378
Pesticide Collection Program	
(Safety Kleen)	(800) 243-5116
Poison Control Centers	
Connecticut (800) 343-2722 or	(860) 679-3455
Maine (800) 442-6305 or	(207) 871-2381
Massachusetts (800) 682-9211 or	(617) 232-2120
New Hampshire . (800) 562-8236 or	(603) 650-5000
Rhode Island	(401) 444-5727
Vermont	(802) 658-3456

State of Massachuse	t	is						
Mass. Dept. of Employme	nt							
& Training			15	٠	:		(800)	322-4944
Mass. Dept. of Environme								
(800)	46	2-	0	44	4	or	(617)	338-2255
Western Region		200 i 201 •	•		•	•	(413)	784-1100
Central Region								
Northeast Region								
Southeast Region								
Mass. Dept of Food								
& Agriculture - Pesticide			i				(617)	727-3020
Mass. Dept.								
of Industrial Accidents .	•	×	•		•		(800)	323-3249
Others								
Dig Safe							(888)	344-7233
New England Grows			000 100	8			(508)	653-3009
New England								
Regional Turf Conference	٠.		8	ş		7.5	(401)	848-0004

Reprinted from the UMass Extension Green Directory.

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

MEMBERSHIP

Proposed for Membership: Glenn Perry, CGCS, Superintendent, Potowomut G.C.; Timothy Hood, Superintendent, Needham G.C.; Anthony De-Dominicis, Superintendent, Kelly Greens By-The-Sea; Darrin Perry, Superintendent, Wenham C.C.; Donna Catrambone, Superintendent, Four Seasons Golf and Learning Center; Bo Koloski, Affiliate, Turf Products Corp.

Welcome New Members: Patrick Daly, Superintendent, Milton-Hoosic Club.

MEETING NOTES

Thanks to Gary Luccini, General Manager Joe Odachowski, and the entire staff of Franklin C.C. for a fabulous Annual Meeting.

INFORMATION

GCSANE superintendents and their spouses will be allowed Ryder Cup access.

Make sure you attend the March meeting at Hickory Ridge in Amherst, Mass. It will have the added benefit of two pesticide credits available.

The Board of Directors has passed a new law that allows anyone joining the association after September 1 to only pay half-price on dues.

Congratulations to Ron Dobosz on being named Superintendent of the Year by Paul Harber in the Boston Globe. Please make sure to RSVP to all monthly meetings by the date shown on the postcard. It can be a hassle for both the folks running the meeting and the club staff when more people show up than was planned. Remember, if you call in late, you are not guaranteed either a meal or golf.

Congratulations also to Scott Hurt of Kettle Brook G.C. on recently becoming a Certified Golf Course Superintendent.

Mike Nagle, formerly at Worcester C.C., has recently accepted a position at R.F. Morse, Inc. Congratulations.

Chris Tufts has left Willowbend C.C. to take the superintendent position at Pleasant Valley C.C. The LPGA makes a stop a Pleasant Valley this year, so Chris should have his hands full.

Rich Gagnon of Salem C.C. is now the proud father of a girl, Taylor Marie. Congratulations to the entire Gagnon family.

"A Salute to the Ryder Cup". The Mass. Golf Assn. 37th Annual Spring Conference will be held Tuesday, March 9, 1999 at the Westin Copley Place, Boston. Featured guests include Peter Kessler of The Golf Channel; Will Mann, president, PGA of America; Rees Jones, renowned golf course architect; and John Cornish, The Country Club's General Chairman of the 33rd Ryder Cup Matches. Registration is at 3 p.m., andthe conference begins at 4 p.m. At 6:30 p.m. is a reception with refreshments, hors d'oeuvres, and a silent auction. The cost is \$40 per ticket; with 10 tickets for \$350. Reserve tickets by fax, mail, or phone to: Spring Conference, Mass. Golf Assn., 175 Highland Ave.,

Needham, MA 02494. Phone: (800) 356-2201; Fax: (781) 449-4020. Make checks payable to The Mass. Golf Assn. Visa, MasterCard, and American Express cards are accepted.

POSITIONS AVAILABLE

Assistant Superintendent. Maynard C.C., a 9-hole semi-private course, seeks a qualified individual with experience in fertilizer & pesticide application, irrigation repair, and staff supervision & training. Individual must have a two or four-year degree in turfgrass management or related field and three years of course maintenance experience. Experience as assistant supt. is a plus. Individual must have current Mass. Pesticide applicator's license. Salary commensurate with experience, including a comprehensive benefits package. Send resume by March 2, 1999 to: Fred Murray, Supt., Maynard C.C., P.O. Box 237, Maynard, MA 01754.

Arborist; Two turf maintenance positions. Winchester C.C. is accepting applications for one arborist and two new turf maintenance positions. The positions offer full-time, year-round employment, with a competitive wage (negotiable) and benefits package, inclusing medical & dental insurance, year-end bonus, retirement plans, paid vacation, uniforms, and golf privileges. Winchester C.C. conducts annual performance evaluations and provides raises. The positions remain open until filled. Please send resume to Winchester C.C., c/o Mark Casey, 468 Mystic St., Winchester, MA 01890.

Please Patronize these FRIENDS of the ASSOCIATION

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Host Superintendent Profile

Meet host superintendent Brian Linehan, Heritage Hill G.C.

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Our host for the February meeting of the GCSANE is Brian Linehan of Heritage Hill Golf Course in Lakeville, Mass.

This is Brian's second year at Heritage Hill, having started the job in January 1998. His prior experience includes three seasons as head superintendent at Furnace Brook G.C. in Quincy, Mass. and four years as assistant superintendent at Quaker Ridge G.C. in Scarsdale, N.Y.

Brian began his turfgrass education in 1989, attending the Stockbridge School of Agriculture. After graduating there, he continued at UMass-Amherst and received his bachelor's degree in plant and soil sciences in 1993.

He is currently a member of both the GCSANE and the Metropolitan Association in New York. Brian is currently serving the GCSANE membership on the Education Committee. He and wife, Alexandra, currently live in Lakeville with their black Lab puppy, Guinness. Alexandra is a medical student at the New England College of Optometry in Boston. When Brian isn't busy pulling weeds, setting up nightly irrigation, or racking up miles on a golf cart, he enjoys playing golf, hockey, and throwing the ball with Guinness. He also enjoys helping his wife with her studies, which includes reading various eye charts.

Seminar review . . .

continued from page 4

become accustomed to new plush improvements. Photographic documentation of course improvements will quiet the greatest cynic. To be effective at communication he stresses it must be a continuous effort. Witt invests a great deal of effort, and views it as an investment of time that heads off potential problems and pays residual dividends in compensation and benefits, good relations with members, and ultimately, job security.

Closing on a humerous note, comparing one difference with working in both the northern and southern climates, Witt stated he would much prefer snow shoveling over the headaches that come with golfers . . . anywhere. Here!! Here!!

Services available at GCSAA headquarters include resume critique at no cost to members. A career development packet may be ordered for a \$20 fee.

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