



THE NEWSLETTER

October 2018

of the **Golf Course Superintendents Association of New England, Inc.**

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

Thoughts from a GCSANE Member by Eric Richardson

Dear GCSANE Member,

In last month's newsletter, I discussed my desire to have superintendent profiles in the newsletter, particularly newer superintendents. I received a very positive response from many of you over the last month, but I have not received any formal requests for a profile. I am not naïve; I understood that this was a strong possibility and that I may have to reach out, which is what I plan to do moving forward. Just a warning, I am relentless in the pursuit of my professional desires. Good luck to anyone who chooses not to take my call or doesn't respond to my email.

Requests for a newsletter profile aside, numerous GCSANE members have approached me to discuss initiatives they would like the association to consider regarding increasing member participation and camaraderie. Please know that Don, Dave, and the entire board strongly value your ideas, but you need to submit these amazing ideas to any board member or Don. I would love to pass them off as my own, but that is not fair to you. All it takes is a simple email.

We have been growing turf on a saturated sponge for three straight months, 2019 budgets are due, the early order season is in full swing (insert a poop emoji here), staffing levels are lean, and we have begun the annual reintroduction of ourselves to our families. Expanding your role or participation level in the association may not sound like it should be at the top of your list right now, but you are wrong. Increasing the number or quality of professional relationships you have will improve your ability to succeed at your job and, more importantly, help you manage the inevitable stresses that come with our profession.

Sincerely,



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Thoughts From Your Executive Director

by Don Hearn



This year's Scholarship and Benevolence Tournament was held at the Kernwood Country Club, September 24. It was a beautiful day spent on a beautiful golf course. The Kernwood staff was outstanding and made all feel welcome. The course was in excellent condition. Superintendent John Eggleston and his team worked hard to put an extra shine on the course. All who supported this event with sponsorships, donations and playing in the event are to be congratulated for their support. This event is the only fundraiser for scholarships and aid to members in need.

This year's memorial honoree was Bob Mucciarone, who retired from the Dedham Country and Polo Club after a long tenure as superintendent. His son, Bob, Jr., was presented with an engraved crystal vase to recognize his father's contributions to our industry. Bob's twin brother, Norman, the retired superintendent of Woodland Golf Club attended along with his son, David, the current superintendent at Woodland.



It was good to see now retired, long-time superintendent at Kernwood, Dean Robertson. Dean preceded John Eggleston and mentored John for a few years prior to his taking the reins at the club. Kip Tyler, superintendent at Salem Country Club and neighbor of Kernwood Country Club, attended and helped make the day successful. I believe Kip, John and Dean represent more than 80 years of experience as golf turf experts.

From left: Kip Tyler, John Eggleston, Dean Roberston



Thoughts From Your Executive Director *by Don Hearn (cont.)*



The Pro-Superintendent Invitational, hosted by the New England PGA, was held at Agawam Hunt Club, in Rumford, Rhode Island, October 9. Thirty teams of two vied for the right to be the champions for the next year. The team of Scott Nickerson, superintendent and Jim Clay, golf professional at The Club at New Seabury won the right to be the champions. Both received crystal decanters. Below are the team scores and standing for the event.

Jim Clay, left and Scott Nickerson

Pos	Team	Score	
1	New Seabury on Cape Cod	+1	70
T2	Granite Links Golf Club	+2	71
T2	Vesper Country Club	+2	71
T2	Strawberry Valley Golf Course	+2	71
T5	Segregansett Country Club	+4	73
T5	Nabnasset Lake Country Club	+4	73
T5	Haven Country Club	+4	73
T8	Hoodcroft Country Club	+5	74
T8	The Atkinson Resort	+5	74
T8	Wanumetonomy Golf and Country Club	+5	74
T11	Trull Brook Golf Course	+6	75
T11	Franklin Country Club (Maki)	+6	75
T13	The Ledges Golf Club	+7	76
T13	Marlborough Country Club	+7	76
T13	Swansea Country Club	+7	76
T16	Ipswich Country Club	+9	78
T16	Far Corner Golf Course	+9	78
T18	Country Club of Halifax	+10	79
T18	D.W. Field Golf Course	+10	79
T18	Worcester Country Club	+10	79
T18	The Back Nine Club	+10	79
22	Pine Oaks Golf Course	+11	80
23	Rockland Golf Course	+12	81
T24	Needham Golf Club	+14	83
T24	Brattleboro Country Club	+14	83
26	Sakonnet Golf Club	+16	85
27	Presidents Golf Course	+17	86
28	Franklin Country Club (Finlayson)	+19	88
T29	Reedy Meadow Golf Course	+22	91
T29	Beverly Golf and Tennis Club	+22	91

Gazing in the Grass

Frank S. Rossi, Ph.D.

This is the longest interval I have experienced from writing this newsletter in the last 19 years. Our last issue was September 3rd. Much of the interval is due to my increasing role teaching undergraduate horticulture and food system courses and the rest is I grew tired of writing about the persistent challenging weather, the relentless pest pressure, and the unforgiving eye of our athletes, golfers and landscape clients.



Little solutions were available once problems occurred as often recovery was limited. The 2018 growing season continues to persist as temperatures well above normal for most of September and now either heavy rainfall or the localized very dry conditions are present. Temperatures are expected to be above normal lows and with normal high temperatures over the next few weeks with "normal" rainfall for most, and predicted below normal along the Great Lakes. Soils have finally started to cool in the upper 60's low 70's where active root growth can occur. Cooler night temperatures will also spur growth and recovery, assuming maintenance practices do not create more problems (see inset image), or are well-timed to take advantage of the precious little workable hours available so far this late summer for turf rehabilitation.

Merriam-Webster defines rehabilitation as "*restoration to an improved condition of physical function*". This is worth noting as much of the turf lost this season lacked the stress tolerance—both biotic and abiotic—to persist from mid-July through mid-September. IMPROVED physical function (turf stress tolerance) may require some changes to infrastructure and pest management programs. Infrastructure issues such as accumulation of surface organic matter on sand based surfaces, poor drainage in loamy soils under lawns, sports fields and fairways, and during dry periods the poor irrigation systems were obvious. Pest management issues such as persistent summer patch pressure from July through September challenged the best preventative fungicide programs, persistent high humidity and temperatures increased incidence and severity of Pythium and Brown Patch. Annual bluegrass weevil damage noticeable from a straggling 2nd generation well into September and oddly enough on creeping bent grass fairway turf. Finally, crabgrass infestations have been widespread and severe challenging the best preemergence herbicide programs, and now with persistent good growing conditions perennial broadleaf weeds are thriving and winter annuals beginning to germinate. Ugh.



got sand?

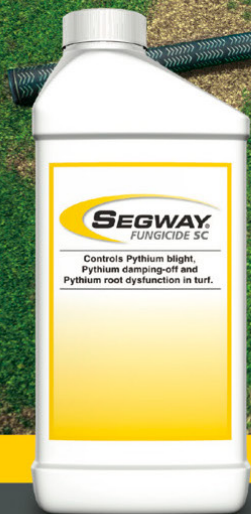
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October 2018



9 Little Habits That Make You a Better Decision Maker by Don Hearn

1. Take Note of Your Overconfidence

Overconfidence can easily make your judgment go awry. Studies consistently show people tend to overestimate their performance as well as the accuracy of their knowledge. Perhaps you are 90 percent sure you know where the office is that you're visiting. Or maybe you're 80 percent certain you can convince your boss to give you a promotion.

It's especially important to consider your confidence level in terms of time management. Most people overestimate how much they can accomplish in a certain period of time. Do you think it will only take you one hour to finish that report? Do you predict you'll be able to pay your online bills in 30 minutes? You might find you're overconfident in your predictions.

Take time every day to estimate the likelihood that you'll be successful. Then, at the end of the day, review your estimates. Were you as accurate as you thought?

Good decisions makers recognize areas in their lives where overconfidence could be a problem. Then, they adjust their thinking and their behavior accordingly.

2. Identify the Risks You Take

Familiarity breeds comfort. And there's a good chance you make some poor decisions simply because you've grown accustomed to your habits and you don't think about the danger you're in or the harm you're causing.

For example, you might speed on your way to work every day. Each time you arrive safely without a speeding ticket, you become a little more comfortable with driving fast. But clearly, you're jeopardizing your safety as well as the safety of others, and taking a legal risk.

Or, maybe you eat fast food for lunch every day. Since you don't suffer any immediate signs of ill health, you might not see it as a problem. But over time, you may gain weight or experience other health issues as a consequence.

Identify your daily habits that have become commonplace. These are things that require little thought on your part because they're automatic. Then, take some time to evaluate which decisions might be harmful or unhealthy and create a plan to develop healthier daily habits.

3. Frame Your Problems in a Different Way

The way you pose a question or a problem plays a major role in how you'll respond and how you'll perceive your chances of success.

Imagine two surgeons. One surgeon tells his patients, "Ninety percent of people who undergo this procedure live." The other surgeon says, "Ten percent of people who undergo this procedure die." The facts are the same. But research shows people who hear "10 percent of people die" perceive their risk to be much greater.

So, when you're faced with a decision, frame the issue in a different manner. Take a minute to think about whether the slight change in wording affects how you view the problem. And how others judge the risks.

4. Be Willing to Sleep on It

When you're faced with a tough choice, like whether to move to a new city or change careers, you might spend a lot of time thinking about the pros and cons or the potential risks and rewards.

And while science shows there is plenty of value in thinking about your options, overthinking your choices can actually be a problem. Weighing the pros and cons for too long may increase your stress level to the point that you struggle to make a decision.

Studies show there's a lot of value in letting an idea "incubate." Nonconscious thinking is surprisingly astute. So, consider sleeping on a problem. Or, get yourself involved in an activity that takes your mind off a problem. Let your brain work through things in the background and you're likely to develop clear answers.

5. Set Aside Time to Reflect on Your Mistakes

Whether you left the house without an umbrella and got drenched on the way to work, or you blew your budget because you couldn't resist an impulse purchase, set aside time to reflect on your mistakes.

Make it a daily habit to review the choices you made throughout the day. When your decisions don't turn out well, ask yourself what went wrong. Look for the lessons that can be gained from each mistake you make.

Just make sure you don't dwell on your mistakes for too long. Rehashing your missteps over and over again isn't good for your mental health. Keep your reflection, time sensitive—perhaps 10 minutes per day is enough to help you think about what you can do better tomorrow.

6. Acknowledge Your Shortcuts

Although it can be a bit uncomfortable to admit, you're biased in some ways. It's impossible to be completely objective.

In fact, your mind has created mental shortcuts—referred to as heuristics—that help you make decisions faster. And while these mental shortcuts keep you from toiling for hours over every little choice you make, they can also steer you wrong.

The availability heuristic, for example, involves basing decisions on examples and information that immediately spring to mind. So, if you watch frequent news stories that feature house fires, you're likely to overestimate the risk of experiencing a house fire. Or, if you've recently consumed a lot of news about plane crashes, you may think your chances of dying in a plane

crash is higher than a car crash (even though statistics show otherwise).

Make it a daily habit to consider the mental shortcuts that lead to bad decisions. Acknowledge the incorrect assumptions you may make about people or events and you may be able to become a little more objective.

7. Consider the Opposite

Once you've decided something is true, you're likely to cling to that belief. It's a psychological principle known as belief perseverance. It takes more compelling evidence to change a belief than it did to create it, and there's a good chance you've developed some beliefs that don't serve you well.

For example, you might assume you're a bad public speaker, so you avoid speaking up in meetings. Or you might believe you are bad at expressing your ideas in writing. You've also developed beliefs about certain groups of people. Perhaps you believe, "People who work out a lot are narcissists," or "Rich people are evil."

Those beliefs that you assume are always true or 100 percent accurate can lead you astray. The best way to challenge your beliefs is to argue the opposite.

If you're convinced you shouldn't speak up in a meeting, argue all the reasons why you should. Or, if you're convinced rich people are bad, list reasons why wealthy people may be kind or helpful.

Considering the opposite will help breakdown unhelpful beliefs so you can look at situations in another light and decide to act differently.

8. Label Your Emotions

People are often more inclined to say things like, "I have butterflies in my stomach," or "I had a lump in my throat," rather than use feeling words, like sad or nervous, to describe their emotional state. Many adults just aren't comfortable talking about their feelings. But, labeling your emotions can be the key to making better decisions.

Your feelings play a huge role in the choices you make. Studies consistently show anxiety makes people play it safe. And anxiety spills over from one area of someone's life to another. So, if you're nervous about the mortgage application you just filed, you might be less likely to ask someone out on a date because you'll think it sounds too risky.

Excitement, on the other hand, can make you overestimate your chances of success. Even if there's only a small likelihood you'll succeed, you might be willing to take a big risk if you're excited about the potential payoffs (this is often the case with gambling).

Make it a daily habit to label your feelings. Note whether you're feeling sad, angry, embarrassed, anxious, or disappointed.

Then, take a minute to consider how those emotions may be influencing your decisions.

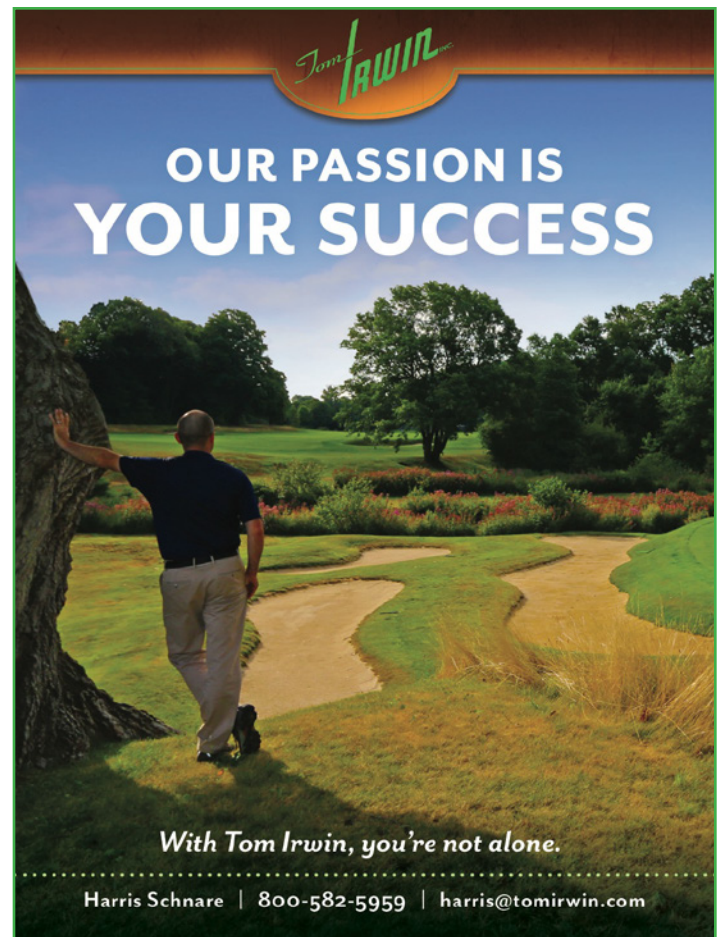
9. Talk to Yourself Like a Trusted Friend

When faced with a tough choice, ask yourself, "What would I say to a friend who had this problem?" You'll likely find the answer comes to you more readily when you're imagining yourself offering wisdom to someone else.

Talking to yourself like a trusted friend takes some of the emotion out of the equation. It will help you gain some distance from the decision and will give you an opportunity to be a little more objective.

It will also help you to be a little kinder to yourself. While you may be likely to say negative things to yourself like, "This will never work. You can't do anything right," there's a good chance you wouldn't say that to your friend. Perhaps you'd say something more like, "You've got this. I know you can do it," if you were talking to a friend.

Developing a kinder inner dialogue takes practice. But when you make self-compassion a daily habit, your decision-making skills will improve.



Tom Irwin

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Three New England GCSA Superintendents Named to Green Start Academy Class of 2018

Assistants at The Country Club, TPC Boston and Nantucket Golf Club are 3 of 50 elite members selected to attend the premier educational and networking event for golf course superintendents.

John Deere Golf and Environmental Science, a business unit of Bayer Crop Science, have announced the Green Start Academy class of 2018, which includes Andrew Nisbet, Assistant Superintendent at Nantucket Golf Club; Anthony Howard, Assistant Superintendent at The Country Club; and Christopher Hurley, Assistant Superintendent at TPC Boston.

“Every year, Green Start Academy illuminates some of the highest caliber assistants in the business – and 2018 is no exception,” said David Wells, golf segment manager for Bayer. “Their knowledge and passion for the industry is truly unheralded, and we’re grateful for the opportunity to help support them as the next generation of golf course management leaders.”

Since 2005, Green Start Academy has invited 50 prestigious assistants per year to the Bayer Development and Training Center in Clayton, N.C., the John Deere Turf Care factory in nearby Fuquay-Varina and the John Deere headquarters in Cary, N.C. Through a plethora of hands-on learning activities, networking opportunities, panelist presentations and breakout sessions, Green Start Academy attendees have a chance to learn from likeminded peers as well as top industry professionals in career development, turf-grass science and general management.

“For years, Green Start Academy has been recognized as a premier experience for assistant superintendents looking to build strong careers,” said Ren Wilkes, marketing manager for John Deere Golf.

“Having the leaders of tomorrow is critical not only for the impressive professionals that attend this event – but to the industry as a whole. With each new class of graduates, we become even more proud to support this unique development program.”

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The companies and donors listed above have generously donated their financial support to help make the Scholarship and Benevolence Trust an entity that can support scholarships for members' children and grandchildren and help support those in time of need. To all of them we offer a hearty thank you.

2018 Scholarship Recipients

Kate Crimmings, daughter of Ken Crimmings, CGCS, Superintendent at Marlborough Country Club. Kate received the Thomas Schofield Memorial Scholarship.

Lindsey Paige Adams, daughter of Jason Adams, Superintendent at Blue Hill Country Club. Lindsey received the David Comee Memorial Award.

Kaitlin Parks, daughter of Mike Parks, owner of Hillcrest Turf Services. Kaitlin received a generous award from the proceeds of the fundraising efforts.



For the longest time this area of The Newsletter seemed to teem with GCSAA government affairs news. With various acts and regulations consistently having an impact on our industry, it seemed all I would write about was legislative gloom and doom. While it may seem the change in administration has magically made the political nightmares

disappear, I assure you that is not the case.

WOTUS: should I stay, or should I go?

The Waters of the United States 2015 rule set for enactment until a last-minute stay from the Sixth Circuit Court of Appeals is back in the mix. As noted on the GCSAA website Advocacy page:

On Aug. 16, 2018, the U.S. District Court for the District of South Carolina issued a ruling enjoining nationwide the Trump Administration's rule that delayed, until February 2020, implementation of the Obama WOTUS Rule. The district court's decision was based on procedural grounds – the court said the Trump delay rule violated the Administrative Procedure Act (APA) because EPA and the Corps didn't take comment on the substance of the Obama WOTUS Rule or the prior regulations that would stay in place during the delay of the Obama Rule.

The WOTUS 2015 rule is now in effect for 26 states, including every state in the Northeast region, Massachusetts included. There is an appeal pending and an often-updated blog on the Advocacy page expands on these critical updates. More to come as decisions are made.

EPA: active ingredient registration review

EPA has continued the review of active ingredients currently registered for use within the golf market. I have been tasked with assisting in developing regionally specific information regarding the use of those products by our membership. Several university scientists and members have joined conference calls with the EPA, while others have given comments on use patterns and importance of products to their livelihood. GCSAA's government affairs department and your GA committee have been instrumental in turning this once-contentious regulatory relationship into a sounding board for industry input. Chlorpyrifos has been one such active ingredient in the spotlight. In August, the EPA was mandated by the courts to remove the product from sales in the US. In late September, the Department of Justice called for an appeal of that ruling, a

judgement lauded by the USDA. For those battling resistant ABW's, this is a critical tool in the toolbox. Again, look to the Advocacy page for updates as this product soap opera continues.

Michael Lee wins RISE 2018 Grassroots Excellence Award

GCSAA's Michael Lee, manager, government affairs, earned the 2018 Grassroots Excellence Award from Responsible Industry for A Sound Environment (RISE) at its annual meeting Sept. 25 in Amelia Island, Fla. Lee was honored for his work to engage GCSAA members in Maryland and Maine in responding to anti-pesticide bills working through state legislatures last spring. Lee's proactive and strategic support and engagement with superintendents on the ground in those states lead to the defeat of the bills as announced by RISE staff at the meeting.

It takes a village to move the needle in the political arena. With strong leadership in GCSAA's government affairs department, an active corps of GCSAA Grassroots Ambassadors (still spots left in Massachusetts and all of New England), and members participating in local and state initiatives, our industry continues to build momentum. For those who have participated in advocacy, thank you. If you haven't, consider a way to contribute because every voice matters.

GCSAA Resources and Deadlines you Get Cool Stuff from your Association Already

GCSAA introduces member savings programs

GCSAA has partnered with Meridian One, which specializes in providing associations, chambers and other member organizations with best in class savings programs to offer their members.

Meridian One's family of affinity programs provide convenient services and valuable discounts to GCSAA members and their families. By leveraging the buying power of GCSAA members, Meridian One can offer programs to help members reduce their business expenses and increase productivity.

Through Meridian One, GCSAA members can receive instant savings on products and services from UPS, the UPS Store, Lenovo, Office Depot, Avis, Budget and Member Freight. [See the full list of savings and learn more.](#)

Hays
Hays, a leading national insurance and financial services organization, provides a variety of supplemental product and service offerings exclusively to GCSAA members.

[Hays insurance and services](#)

Upcoming Webinars

Oct. 25 @ noon

Looking at Nutrients' Role in Plant Growth and Health

part of the ASCS Prep series
Beth Guertal, Ph.D.

Oct. 31 @ 10 a.m.

Feasibility of Solar Energy in Golf Course Operations

Andrew J. Jorgensen, CGCS

6 de Noviembre @ 9 a.m.

Los fosfitos en la gestión de los céspedes de clima frío

This webinar will be simultaneously translated from English to Spanish. La presentación y los materiales de John Dempsey, Ph.D., estarán en español. Xavier Goil, moderará en lenguaje

Nov. 15 @ noon

Water Matters for Turf Managers

part of the ASCS Prep series
Beth Guertal, Ph.D. and Ashley Wilkinson

Dec. 6 @ noon

ABCs of Irrigation System Design

part of the ASCS Prep series
Ashley Wilkinson

Again, if I can be of any assistance, please feel free to contact me.

Kevin Doyle

GCSAA Field Staff

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