



1994/95 Board Director Nominations and Elections

The terms of three NTA Board Directors, **Donald A. Clemans**, CGCS (Sales Representative, O.M. Scott & Sons), **Mark L. Snyder**, CGCS (Golf Course Superintendent, Salishan Golf Links), and **Tim R. Werner** (Landscape/Grounds Manager, City of Walla Walla) expire this year. Clemans and Werner are completing three year terms and Snyder a one year term. All three directors are eligible for nomination for reelection to a second three year term.

The NTA Nominating Committee, chaired by Immediate past president **Rebecca R. Michels**, has begun work compiling a slate of nominees for these board director positions. Board director candidates may be nominated either of two ways: 1) by nominating committee nomination, or 2) from the "floor" during the annual meeting of the active members of the association. Individuals interested in having someone (including them self) considered by the nominating committee should send the individual's name to Becky Michels, NTA Nominating Committee, P.O. Box 1367, Olympia, WA 98507.

The election of board directors will be conducted during the 1994 Annual Membership Meeting scheduled to be held September 27, 1994 during the 48th Northwest Turfgrass Conference scheduled for Salishan Lodge in Gleneden Beach, Oregon. Board directors are elected for three (3) year terms and one-third (1/3) of the board members terms expire each year. Elected directors are seated and begin their duties immediately following the close of the annual conference.

48th Northwest Turfgrass Conference Takes On a Brand-new Look

Those attending the NTA 48th Northwest Turfgrass Conference, scheduled for September 26-29, 1994 in Gleneden Beach, Oregon will notice a number of changes from last year's conference as the NTA tries to respond to member desires. First the conference has been moved back to late September rather than the middle of October due to availability of the conference facilities. Next, the

conference will not include parallel track (split) sessions this year. Many of last year's attendees expressed concern about missing a number of the presentations because of the parallel track scheduling so one track of general sessions is being scheduled for this year's conference. To maximize the educational and recreational opportunities for registrants educational sessions are being scheduled to run from 7:00 a.m. to 2:30 p.m. Tuesday and Wednesday. Finally, the conference will end on Thursday around noon rather than Wednesday as it did last year.

A synopsis of the preliminary program for the conference is as follows:

Monday September 26, 1994

(Pre-conference events)

"A Balance of Nature" Tour (Salishan Property)
R.L. Goss Golf Tournament for Research
(Salishan Golf Links)
Get Acquainted (hosted) Reception

Tuesday September 27, 1994

GENERAL SESSIONS (morning)
Companions Oregon Coast Aquarium Tour and
"Brew Pub" Luncheon
N.W. GCSAA Chapters Presidents & Staff
(hosted) Luncheon
GENERAL SESSIONS (afternoon)
N.W. Turfgrass Industry Women Get Acquainted
Gathering
Past Presidents and Sponsors (hosted) Reception

Wednesday September 28, 1994

GENERAL SESSIONS (morning)
Annual Membership Business Meeting & Elections
Companions Art Gallery & Antique Shops Tour
Turfgrass Universities Research Fund (T.U.R.F.)
Advisory Council (hosted) Luncheon
GENERAL SESSIONS (afternoon)
Board of Directors Meeting
Annual Banquet and Entertainment

Thursday September 29, 1994

GENERAL SESSIONS (morning)
Board of Directors (hosted) Luncheon

President's Report

James Garfield once said, "Things don't turn up in this world until somebody turns them up."

With that in mind, I would like to take some time and space to thank some very deserving NTA Board and Committee members as well as our professional staff, for the diligent efforts they have made on behalf of our Association this year. Volunteer service to a professional association can be very time consuming and all too often a thankless duty. This association is fortunate to have some very talented and dedicated members working together with Executive Director, Blair Patrick, to ensure our future direction and success.

Tim Werner chairs the Membership Committee this year. Tim and his committee have some great ideas and some challenging goals set to increase our membership base. If you know someone who isn't a member but should be, invite them to this year's conference at Salishan. They won't be disappointed.

Don Clemans, Tom Wolff and Jim Chapman comprise our Bylaws Committee. This Committee is very carefully reviewing our existing bylaws for the purpose of bringing them up to date where necessary. Remember that our 1988 bylaws revisions were overturned by the membership at last year's annual meeting in Yakima, returning us to our original 1940's bylaws.

Randy White, Tim Ansett and John Whisler are heading up the Research and Scholarship Committee this year. So far we have requests for \$46,000 in research grants and 16 scholarship applications. This Committee is doing an excellent job of sorting through the various requests to get the money where it is most needed. The problem here is always the same, never nearly enough to go around.

John Monson, Mike Erb and Don Clemans have put together an outstanding educational program for this year's conference at Salishan. Budget restrictions at all universities have made it increasingly difficult to arrange for premier speakers on topical subject matter for our educational sessions, but this committee has lined up some nationally recognized and respected presenters. The reputation of the NTA conference for first rate education will continue this year.

Vice President **Tim Haldeman** and **Mike Erb** are heading up the Sponsor Program this year. All of the money raised through the generous donations of our commercial members goes to help support our research programs. We hope to raise as much as \$10,000 this year from sponsorships at this year's conference and golf tournament. Remember to say a big THANK YOU! and continue to support with your business, those commercial folks who continue to help sponsor the NTA.

Mark Snyder, Becky Michels and Jim Dusin are working hard on various committees. These committees do the work that ensure your enjoyment of the annual conference and this year should be one of the best ever. Salishan on the Oregon Coast has the setting, golf

course, facilities and experience to put on a terrific event.

My sincere thanks to all of you involved with this year's board and committees. It is through your efforts that the Northwest Turfgrass Association continues as one of the very finest regional turfgrass associations anywhere.

Tom Christy, CGCS
President

48th Northwest Turfgrass Conference Presenters Lineup Looks Outstanding

The program committee, chaired by John Monson, has done a great job recruiting an outstanding lineup of presenters for the conference. The list of presenters, which looks like a "Who's Who" of the green industry, includes the following:

- **Ms. Bobbie Gee**, owner of Bobbie Gee Enterprises, Laguna Beach, California.
(Bobbie who is an international speaker and best selling author will kick off the conference education program with a two hour segment Tuesday morning. Her book, **Winning The Image Game**, is a "business bible on positioning" for many company owners. In 1975, Bobbie was hired by the Walt Disney Company to help them address employee relations problems. Her speaking career has taken her around the world to over 14 countries.)
- **Dr. Thomas L. Watschke**, Professor/Turfgrass, Pennsylvania State University, University Park, Pennsylvania
- **Mr. James Moore**, Director, Mid-continental Region, U.S. Golf Association, Green Section, Waco, Texas
- **Dr. Timothy L. Righetti**, Professor of Horticulture, Oregon State University, Corvallis, Oregon
- **Mr. Carl H. Kuhn**, Senior Engineer, Kuhn Associates, Mercer Island, Washington
- **Mr. Thomas W. Cook**, Associate Professor, Oregon State University, Corvallis, Oregon
- **Mr. David P. Jacobsen**, President, Farwest Equipment Company, Portland, Oregon
- **Dr. Stanton E. Brauen**, Coordinator, Research & Extension Center, Washington State University, Puyallup, Washington
- **Ms. Sonya A. Simmons**, CPA, Vice President, Ragen Mackenzie, Inc., Tacoma, Washington
- **Dr. William Johnston**, Agronomist/Turfgrass Science, Department of Crops and Soil Science, Washington State University, Pullman, Washington
- **Mr. Larry Gilhuly**, Western Region Director, US Golf Association, Green Section, Gig Harbor, Washington

- **Dr. Gwen K. Stahnke**, Turfgrass Specialist, Research & Extension Center, Washington State University, Puyallup, Washington
- **Dr. Roy L. Goss**, Principal, Prescription Turf Services, Inc., Naalehu, Hawaii

These presenters—and more—offer an impressive collection of national and local turfgrass and ornamental experts with an array of comprehensive information. You can't afford to miss any of this conference.

1994 Membership Certificates

Membership certificates for 1994 have been mailed to all NTA members whose membership dues were paid as of May 1, 1994. Members receiving certificates include: regular, student and honorary members. If you have not received a certificate and believe you should have, contact the NTA office.

Northwest Region Turfgrass Field Days

OSU Horticulture Department Field Day

Tom Cook has announced that this year's OSU Horticulture Department turfgrass field day is scheduled for 1:30 p.m., Tuesday, May 24, 1994 at the Lewis Brown Research Farm. Contact Tom Cook at (503) 737-5449 for further details.

Jacklin Seed Company Field Day

Duane Jacklin, President of Jacklin Seed Company, has announced that the Jacklin Seed field day, Inc./Pure Seed Testing, Inc. field day is scheduled for Tuesday, June 14, 1994 at Jacklin Seed, Inc. in Post Fall, Idaho. Contact Jacklin Seed at (208) 773-7581 for further details.

Turf-Seed, Inc./Pure Seed Testing, Inc. Field Day

Bill Rose, President of Turf-Seed, Inc., has announced that the Turf-Seed, Inc./Pure Seed Testing, Inc. field day is scheduled for Thursday, June 16, 1994 at Turf-Seed, Inc. in Hubbard, Oregon. Contact Turf-Seed, Inc. (503) 651-2130 for further details.

WSU (Puyallup) Research & Extension Center Field Day

Dr. Stan Brauen has announced that this year's WSU (Puyallup) Research & Extension Center turfgrass field day is scheduled for Tuesday, August 9, 1994 at Farm 5 located east of Puyallup. Contact Stan Brauen at (206) 840-4511 for further details.

WSU (Pullman) Crops & Soils Department Field Day

Dr. William Johnston reports that the WSU (Pullman) Crops & Soils Department field day, held on the odd numbered years, will not held this year. Contact Dr. William Johnston at (509) 335-3620 for further details.

1994/95 Annual Directory Advertising

Advertising is currently being sought to help offset the cost of publishing the **Directory of the Northwest Turfgrass Association for 1994/95**, scheduled for publication in the fall. If the cost is covered by advertising, a greater portion of member dues can be used for research and scholarship activities.

Planning the directory has begun and any suggestions members have concerning its content would be genuinely appreciated by the NTA staff. Past annual directories have included an alphabetical listing of active members by name with a cross reference by employing organization. Other information that has been included in the directory are listings of NTA Research and Scholarship Fund contributors; officers and committee chairs for the association; cooperative extension offices in the region; and, green industry publications and associations. Also included has been a guide to sources for turfgrass-related technical assistance.

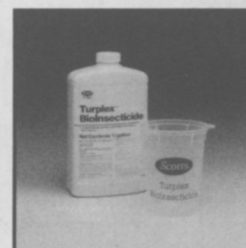
Potential advertisers wanting information on advertising should contact the NTA staff at the NTA office (206) 754-0825.

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Suppliers Invited To Be 1994 Conference Sponsors

Turf grounds maintenance and irrigation suppliers and others are being invited to become a financial **Sponsor** of an activity or event during the **1994 Northwest Turfgrass Conference**. The goal of the "Sponsor Program" is to provide industry suppliers with an opportunity for tax deductible advertising and, at the same time, through the reduction in conference costs, free-up more funds for research and scholarships.

During last year's very successful trial of the program, only golf tees were available for sponsors. This year **golf tees, honoraria, events** and/or the **overall conference** will be available for sponsors. In exchange for a tax deductible donation, a sponsor will be recognized with a very professionally done multi-colored reproduction of the their company logo. Golf tee sponsors will have their sign displayed on the golf course and at various sessions throughout the entire conference. Honoraria, event and overall conference sponsors will have their company logo reproductions on display throughout the conference and receive recognition in the NTA newsletter during the year following the conference.

1993 Conference "Sponsors for Research" Applauded

The 1993 Northwest Turfgrass Conference was the first conference suppliers participated in the newly developed "Sponsorship Program." Suppliers were invited to sponsor a tee or hole during the conference golf tournament by purchasing a sign to be displayed on the course and during other major events throughout the conference. Tom Christy, chairman of the committee that developed the program last year, described the response as outstanding. The sponsors participating in the program included the following companies:

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JR SIMPLOT COMPANY
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THE CHAS. H. LILLY COMPANY
UNITED HORTICULTURAL SUPPLY
UNITED PIPE AND SUPPLY COMPANY
WESTERN EQUIPMENT DISTRIBUTORS
WILBUR ELLIS COMPANY

Each of the 14 sponsors should be recognized and thanked for being a sponsor. All of their donations, above the cost of the signs, went into the NTA Research and Scholarship Fund.

USGA Regional Conference

The USGA Pacific Northwest Regional Green Section Conference held at The Oregon Golf Club on Monday, March 14, 1994 was attended by well over 100 golf course superintendents, club officials, golf professionals and industry suppliers. An excellent program consisting of a variety of outstanding speakers was moderated by Dick Fluter and David Jacobsen.

Western Washington "Area Code" Change

Effective January 15, 1995, a new (telephone) area code will be initiated for parts of western Washington. This new area code will be "360" and is required to provide continued growth and meet demands for new telephone service.

The new "360" area code will apply to all of western Washington except for puget sound basin (Everett south to Tacoma and Puyallup and Seattle east to North Bend) which will continue to have the "206" area code.

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Best 18 Golf Greens in North America Contest

Seed Research of Oregon is looking for the golf course superintendent with the very best 18 greens of Providence, SR 1020 or Dominant creeping bentgrasses. A team of independent judges will be judging the courses in May of 1996 submitted to them by the Seed Research Distributor Network members. Greens will be judged on the basis of color, texture, density, greens speed and overall health. Consideration will be given to age, amount of play, maintenance budget and regional climatic extremes. The winning golf course superintendent and the distributor's sales representative will be awarded a trip to the 1997 International Turfgrass Conference in Sydney, Australia.

1994 Research and Scholarship Fund Raising Campaign Continues

Randy White, NTA Research and Scholarship Fund Committee Chairperson, reports that the second notice soliciting donations for the **NTA Research and Scholarship Fund** was recently mailed. In recent years over \$35,000 in research grants and \$5,000 in scholarships have been distributed annually from the NTA Research and Scholarship Fund. The source of these funds is general operations of the NTA and donations received from a variety of contributors. The success of the annual fund raising campaign is a key factor in the level of support NTA can provide for these efforts.

Intimately involved with turfgrass management, we realize more than most, that today's turfgrass quality is the result of knowledge and technological gains resulting from research and education accompanied by hard work and effort. We owe our thanks to those who give their time and money to make the research and education possible, for without them we would have to rely on our own individual trial and error methods.

Few of us are independently capable of, nor prepared to conduct the research or development necessary to keep the industry on the leading edge. Recognizing this, the Northwest Turfgrass Association created a research and scholarship fund to help make it possible for each of us to financially contribute to industry research and education advancements.

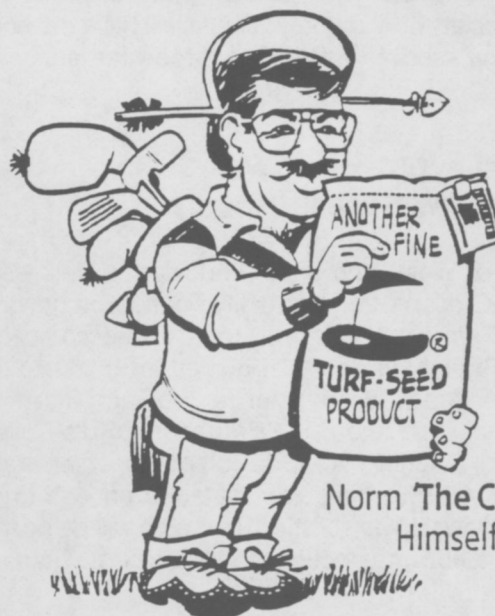
A second notice asking for donations has been mailed to members and industry supporters. Contributions are **tax deductible** and those contributing to the research and scholarship fund are recognized in the annual **Directory of the Northwest Turfgrass Association**.

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Brede Appointed to Agronomy Journal Editorial Board

Dr. Doug Brede, research director for Jacklin Seed Company has been appointed to the editorial board of **Agronomy Journal**, the official publication of the American Society of Agronomy. Brede will have the honor of serving as Associate Editor for a three-year term.

Pickseed West Endows Wiley Fellowship

Pickseed West, Inc. has endowed a fellowship through the Oregon State University Foundation honoring the late William Kent Wiley, Jr., one of the company's founders. The fellowship is designated for graduate students in the Grass Seed Science Program within the Department of Crop and Soil Sciences in OSU's College of Agricultural Science. A Pickseed spokesperson stated that "the \$50,000 we have contributed is enough to get the Wiley Fellowship established, but more will be needed to make the fund large enough to fully support a graduate student."

Senske Receives PLCAA Environmental Award

Senske Lawn and Tree Care of Spokane, Washington, is the first recipient of the Professional Lawn Care Association of America (PLCAA) "Environmental Improvement Award." The company was recognized for its Christmas tree recycling program started in 1992 to benefit the J.S. Finch Arboretum. Residents were encouraged to bring their trees in for recycling which involves chipping the trees and the chips being used to dress trails and mulch beds at the arboretum.

More Than Summer Help

You wake up. Another beautiful day, great to be alive! Then it hits you. Today you begin interviews for "summer help!" Three months of screw ups and sick days! Your business is ruined!

Relax. If you've given yourself enough time, know how to interview, know what to look for, and how to sell the job, you'll hire the best summer help.

Pia Curry, owner of The Hiring Assistant, Dallas, Texas, says employers commit 10 common errors during the screening and selection processes:

- 1) Important information is missed.
- 2) Applicant data is misinterpreted.
- 3) Biases and stereotypes affect judgements.

4) One candidate characteristic overly influences judgement.

5) Decisions are made in haste.

6) Decisions are not systematic.

7) Pressure to meet quotas affects judgements.

8) Availability of candidates affects judgements.

9) The position and organizations are not accurately depicted.

10) Good candidates for other openings are overlooked.

"The golden rule of screening and selection," says Curry, "is that past behavior and performance is the best predictor of future behavior and performance."

Behavior, according to Curry, is "an action or reaction in a specific situation, with a known result." Behavior is not:

- what a person would like to do;
- what a person thinks should be done, or
- what a person should have done.

It's important to consider what these young people have to offer to the company, perhaps even beyond graduation. A business major in his final year might consider staying on in the fall, perhaps in a new marketing position. If he's not continuing on to college, this could be the career start he's looking for.

You want the best — The best employees are dependable, punctual and show some signs of integrity and reliability.



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To keep these people, says Curry, show them what you have to offer. Let them know they're more than just "summer help."

"Give them a feeling of being a part of the company, and try to learn if they possess other skills that can benefit the company, such as customer service skills or other customer interaction talents," Curry says.

If you find yourself interviewing a student with no past work experience, ask him about his responsibilities at home. What's his attitude about work in general? What has he learned about mowing the lawn at home? How does he feel about getting a job done ahead of time?

There are a lot of summer jobs out there, waiting for eager youth, says Curry, and they should have a reason to come to work for you.

Curry's company, The Hiring Assistant, was recently awarded an "Innovation in the Workplace" award by the Dallas Chamber of Commerce for its automated job screening process.

Source: Landscape Management (3/94)

Sportsturf Mowing

by S. T. Cockerham

When you stop and think about it, we really expect a lot from our turfgrasses. There are not many plants that can stand to have one-third of the foliage removed continually and still remain healthy, vigorous and tough.

Turf, wherever it is, has an important aesthetic function. It is supposed to look good. Appearance of a sports field, even though it is primarily a concern of the spectators, who are in attendance as well as television audiences, does reflect the pride of the maintenance personnel. A bad looking field, especially if the playability is poor, is a highly visible civic embarrassment. Many maintenance factors aimed at creating a uniform turf also impact positively on aesthetics. In addition, mowing patterns, use of colorants, and painting of lines, logos, and end-zones enhance aesthetics. If a field looks good from the stands at kick off time, the spectators will largely be satisfied with the field condition.

Mowing

Mowing grass removes some of the photosynthetically active tissue. A direct unseen result of that removal is a reduction in root growth. As turf is clipped lower and lower the stress on the roots becomes more severe.

If the mowing frequency is increased the consequences of lower clipping are decreased. Even though turfgrasses may be mowed short, frequent mowing allows the root system to recover from much of the injury caused by the shock of the initial severe clipping.

The frequency of mowing should be deter-

mined by the relationship between how tall the grass is permitted to grow and the cutting height. Removal of more than 40% of the top in a single clipping completely stops root growth. The larger percentage of foliage removed, the longer period of time the root growth remains stopped. That is why the rule of thumb is to mow frequently enough to remove less than 1/3 of the leaf blade at one time. Hopefully, the root growth will not be completely stopped.

Rhizome weight and number are also restricted by mowing. Since the rhizomes of many species are important to rejuvenation, spreading, and recovery from injury, anything detrimental can eventually reduce turf density.

(continued on page 8)



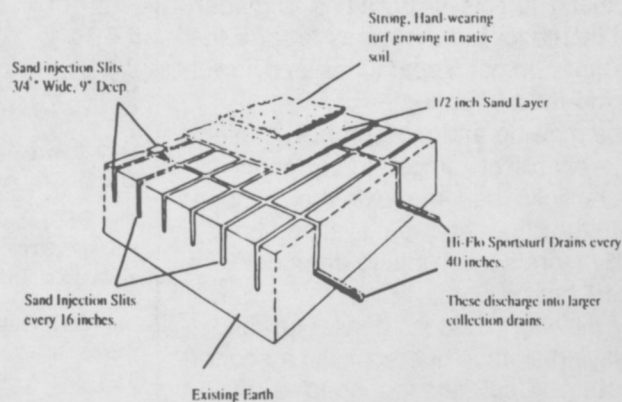
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Sportsturf Mowing (continued from page 7)

Tillers behave as if they were individual plants. Severe clipping reduces the number of tillers being initiated which, as with the rhizomes, eventually decreases the turf density.

Bentgrass and bermudagrass will tolerate more severe defoliation than species such as Kentucky bluegrass. Since many of the bents and bermudas have prostrate growing habit, the low, closely overlapping leaves permit a larger percentage of green foliage to remain after mowing. A relatively high level of photosynthesis continues and root growth is maintained.

Over a period of time, root growth may exceed food production from the reduced leaf area and carbohydrate reserves can become depleted, thus affecting the plant adversely. For bermudagrass it just takes longer for it to go downhill than for other species.

As might be expected, temperature decidedly influences the impact of mowing on the entire plant. Unclipped Kentucky bluegrass grows better at relatively cool soil temperatures in the mid-60s than at warm 80 F soil temperature. Clipping the grass will reduce plant growth at the cool soil temperature. The same relationships hold even on a hybrid bermudagrass unmowed in the rough and mowed at 3/32 on greens in the Desert.

Plants maintained at temperatures higher than the optimum for growth for a period of time, such as occurs when nights do not cool off, experience even more significantly reduced growth. The difference in plant growth between soil temperatures is less with the clipped turf than the unclipped. Clipping has more influence on plant growth than soil temperature.

Even though root growth is slowed just by clipping, when the temperature increases, root growth dramatically decreases as the mowing height is lowered. This reduction in the root system is an important factor in making warm weather turf management the trick art that it is. This is why it has long been a rule of thumb for turf managers to raise the mowers as summer approaches and lower them in the fall and spring.

Since mowing and mowing height intensifies the effects of temperatures, good irrigation practices become extremely important. With the shortened root system, the turf is actually more susceptible to drought injury than direct heat injury.

Low mowing produces denser turf and a faster playing surface but results in a shorter root system. Cool season species maintained at a high mowing height then cut to a lower mowing height are more resistant to wear than grasses maintained at a low mowing height and allowed to grow taller. Mixtures of perennial ryegrass and Kentucky

bluegrass perform better under these conditions than Kentucky bluegrass alone. Recovery of bermudagrass subjected to severe wear is essentially the same whether maintained at .25 inch or .75 inch.

Scalping the sports field has a negative effect on the appearance and surface playability. The removal of verdure, the topgrowth left after normal mowing, by mowing or traffic, significantly lowers traction.

The aesthetics of a sports field can be greatly enhanced by creating ribbon or striping mowing patterns. This is often done to give a unique detailing to the field showing all that the management team is proud of the facility.

Suggestions to Heed Regarding the Speed Of Your Greens

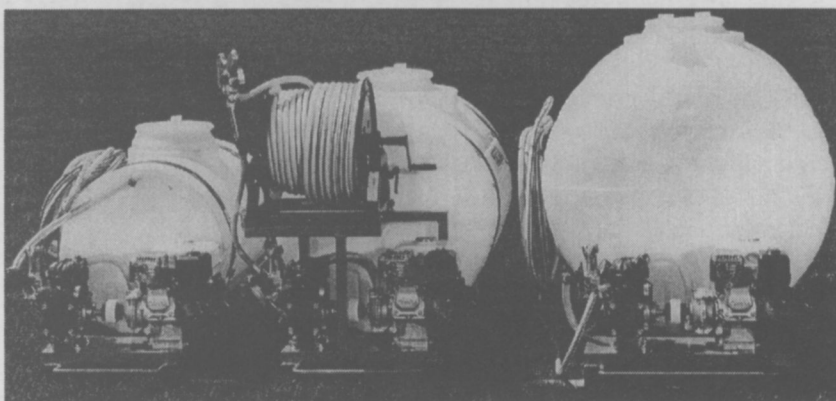
by Jim Connolly, USGA Green Section

One of the best statements on green speed can be found in the 1973 Manual for Championship Preparation by the USGA.

"The greens should not be rolled or cut to the point where a ball could gain speed in putting down all but the severest slopes."

Furthermore, "A player should be able to stop the ball at the hold."

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The ball should come to rest within 2 to 3 feet of the hole when putting from above the hole. There are rare occasions where this may not be the case, perhaps on a green where the obvious strategy is to keep the ball below the hole, and only a miss-hit shot would end up above the hole.

These guidelines should be followed when setting cutting height and green speed. The speed should be set to represent the average of all 18 holes. If there is only 1 severely sloped green, the speed should not be set to this green. However, 5 or more greens with slopes and undulations would have a definite impact on overall cutting height/green speed.

I recently visited a golf course built in 1921 that has an average green size of less than 5000 sq. ft. and more than 9 of the greens could be considered "undulating." Many areas of the greens are not used for hole locations when cutting heights go below 5/32". When greens are cut so short that flagstick locations are lost, you are essentially robbing the golfer of a good part of the game. This is a shame.

Large, flat expansive green are most prone to lower cutting height simply because of their design. Many golfers who complain about slow greens, especially on large greens, lack a quality in their game known as authority of stroke. John Jacobs, famous British instructor and former Walker Cup coach, describes this fault in golfers.

"We tend to wave it, coax it, steer it, drag it, jab it, twitch it—anything but hit it."

On this type of green, the emphasis should be upon smoothness because the distance of the ball travel may be longer.

Imperfections along the line of putt will make it difficult to predict ball direction and roll.

Enter this season with these thoughts in mind and begin to manage the putting surfaces appropriately. Go out on the course with the green committee and go through the above steps. Examine each green and see if there are hole locations that have been sacrificed to the Speed God.

How to Turn Complaints To Your Advantage


How do you handle complaints from golfers? Nobody finds it easy to take criticism, especially when the gripes come from someone who only turfgrass experience is his dandelion-free lawn. Unfortunately, golf courses were built and superintendents hired for the benefit of golfers, a situation which often necessitates a kid-glove approach to complaints.

Even if complaint are supported to go to your green chairman, chances are you'll still have to filed a few questions and comments from golfers who catch you on the course. Generally, they will be friendly, but there are always a few who aren't.

The first rule is keep your temper. Some people actually enjoy harassing an employee and others have to find someone to blame for a bad round. However, if you stay cool, he will soon realize he is out of line.

Hear him out. Many people who have honest complaints only reveal portions of their grievances because they are afraid you don't have time to listen to them. When you've heard the whole thing, try to give a thorough explanation. Above all, don't cut him off abruptly, even if you are in a hurry. Try to set up a time when you can go into the problem in detail if you think it is necessary.

Source: A Patch of Green (September/October 1993)



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The Religion of Golf

by Larry Gilhuly

Is it my imagination or has there been a movement out there by a select number of golfers who actually believe the GAME of golf is more than just a game? These fanatics who insist that under all circumstances putting greens should be maintained at or above 10 feet, that fairways should be maintained for firm and uniformly green, that bunkers should be maintained such that bad lies are never a possibility, and that tees should be maintained perfectly flat and mowed to a height that only a military barber can appreciate!

At the same time, they also want roughs at 2", or higher and that the golf course be set up for championship competition. Oddly enough, these same fanatics seem to completely forget that most golfers have handicaps of 16 and above.

Guess who's caught in the middle of this? You guessed it, the golf course superintendent. Regardless of the physical state of the irrigation system, topography, weather conditions, turfgrass species, amount of play, size of greens, soil type and countless other circumstances, they are expected by this vocal minority to perform miracles in turf care.

To this minority of vocal players, I wish you would remember one thing. That is, golf is a game that is supposed to be fun! Sure it is exasperating and difficult, but

it is not a matter of life and death. If your ball does not roll far enough on the first green - adjust your putting stroke for the rest of the round!

There are far too many golf course superintendents whose livelihoods are being threatened by those that look at golf as a religion, rather than a game. For those of you who have still not gotten the message, allow your superintendent to do the following:

Maintain greens at a moderate speed that puts the turf first and speed second. Most golfers truly prefer smoothness over speed with an 8'6"9' Stimp meter reading being entirely acceptable for normal play.

Maintain conditions in the fairways such that large areas of turf are not lost due to deficit irrigation. Remember, the superintendent's main function is to keep players from messing up their own golf course!

Let us realize that golf course superintendents have an entire staff and family that rely on their decision-making skills. While golf should be a game to golfers, it is a livelihood to the superintendent. We should all try to remember this fact the next time we explode after missing a four footer and immediately blame everyone but ourselves! It truly does put the GAME of golf in its proper perspective. Hallelujah!

Source: Hole Notes (March 1994)

Three Simple Ways to Help Avoid Having to Fire Employees

As the saying goes, "An ounce of prevention is worth a pound of cure." Here are three simple, straightforward steps employers can take to help ensure that employees have the experience and skills needed to do the job, and will not need to be replaced.

First, check all references given by the employee carefully. It's surprising how many employers do not take this simple precaution. Further, former employers should be contacted to verify that candidates were employed at the times and places claimed on the resume or employment application.

These ex-employers may be subject to a corporate policy prohibiting them from giving out positive or negative comments on employees to people outside the company. But you can at least verify the dates of employment. The employee should be informed that you will be contacting all former employers.

Second, check the employee's claimed credentials—such as college degrees, relevant licenses, and abilities needed to do the job. The incidence of candidates for employment falsifying credentials is higher than most people think. Candidates should be informed that all credentials will be verified, and, where appropriate, asked to provide access to needed information.

If needed employment skills are easily tested, pre-employment testing for these skills might be a good idea.

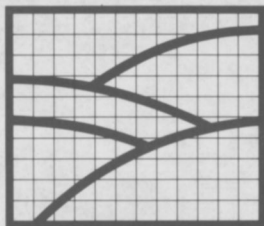
Third, adopt a policy (if you have not already done so) of requiring employees to undergo a three-month

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probationary period, during which the employee is assessed for competency. Employees should be closely monitored for job competency during this period. This policy should be clearly communicated to candidates.

Caution: Employers must take care that their policies on hiring, promotion, and firing do not run afoul of state, federal, and local anti-discrimination laws, and of other employment-related law.

Sources for Pesticide Information

The following information about pesticides was the basis for much of the material used in the articles of this magazine. Some of the literature is free and many of the items should be in a sod producer's office for reference.

- **The Alliance for a Clean Rural Environment** (ACRE). Suite 900, 1155 15th St. NW, Washington DC 20005. This is a credible source of reliable, peer-reviewed information covering topics related to water quality environmental concerns, and safe pesticide use. They publish "news" sheets on proper chemical use — with good illustrations — for use with newsletters.

- **American Council on Science and Health** 1995 Broadway, 2nd Floor, NY, NY 10023. They publish a 26-page booklet: "Lawn Care Chemicals."

- **"Compendium of Turfgrass Diseases"** by APS Press, 3340 Pilot Knob Rd., St. Paul, MN 55121. This very fine book has been reviewed in "Turf News."

- **EPA Material:** For a review of what is available and the costs, contact your regional or state EPA office.
 - 1) "The Worker Protection Standard for Agricultural Pesticides—How to Comply" (this is available free with Gempler's catalog "Product Guide;" see page 48 for how to order).
 - 2) "Pesticide Safety and Training Materials Catalog" (in English and Spanish).
 - 3) "Citizen's Guide to Pesticides"—a 24-page booklet strong on home/family use.
 - 4) EPA has an Integrated Pest Management (IPM) program within the office of Pesticide Programs. Dr. Anne Leslie of EPA wrote an in-depth article for ASPA's "Journal of Environmental Turfgrasses" (Spring, 1992).
 - 5) The USEPA also supports a Pesticide Hotline which can provide information on the proper use and toxicity of pesticides and give referrals on poisoning problems. The National Pesticide Telecommunications Network (NPTN) is located at Texas Tech University Health Sciences Center, School of Medicine, Dept. of Preventive Medicine, Lubbock, TX 79430. The 24-hour hotline number is 800-858-7378.

- **O.M. Scott & Sons Company** provides material on turfgrass weeds, diseases and insects. Ask your Scotts' Pro-Turf Tech Rep for details or call Larry Humphreys, 800/543-0006. Those sent to the editor of "Turf News" included: 1) Nine 8 1/2x11" posters that can be obtained free while they last. 2) "Scotts Guide to the Identification of Grasses" with 60 drawings ideal for newsletter use (price: \$11.00) 3) "Scotts Guide to the Identification of

Dicot Turf Weeds with 100 drawings (price: \$11.00). 4) "Scotts Guide to the Identification of turfgrass Diseases and Insects" with full-color illustrations (price: \$12.00).

- **Spraying Systems Company**, North Ave. at Schmale Rd., Box 7900, Wheaton, IL 60189. As described and shown on page 15, the eight-page booklet "Sprayer Safety and Maintenance" is available free and in quantities needed for worker training. Also, the company has their Tee-Jet Spray produce catalog that shows products and includes an eight-page introduction of technical information (i.e. calibration, drift, pressure requirements, etc.).

- **"Turf Weeds and Their Control"** is an extensive coverage of the subject with over 100 colored plates of help in accurate identification. It is scheduled for publication at the end of March, 1994. Contact: The American Society of Agronomy, Madison, WI.

- **"Turfgrass Pests,"** compiled by A.D. Ali, Cooperative Extension, Univ. of CA (publication 4053), 6701 San Pablo Ave., Oakland, CA 94608.

- **"Turf Management Digest"** — a complete reference guide to effective turf management is updated and published annually. Contact: 14920 Highway 61 N, P.O. Box 1420, Clarksdale, MS 38614. ASPA's Executive Director contributes the chapter on sod production information.

- **"Pest Management Recommendations for Commercial Turfgrass"** One of the best basic discussions of pesticide composition, behavior, toxicity and appropriate methods of use currently in print, is **The safe and effective use of pesticides** by P. J. Marer, published in 1988 in Davis, CA by the University of California Statewide Integrated Pest Management Project, Division of Agriculture and Natural Resources (Publication 3324, 387 pp.). It is written for professionals but is accessible to the layperson, and it contains practical advice for the use of pesticides in an integrated pest management framework.

- The largest library collection of research work on turfgrass is at the Turfgrass Information Center, Library W-212, Michigan State University, East Lansing, MI 48824-1048. As a project supported by funds from the U.S. Golf Association, this library has developed a computer-accessible Turfgrass Information File (TGIF), but literature searches can also be requested by phone or mail from Peter O. Cookingham, the Project Manager at 517-353-7209.

- Research on new biological controls as well as safer pesticides is generally carried out by the U.S. Department of Agriculture and at land-grant universities.

- For further information on the availability of literature related to pesticides contact your local extension program.

Source: ASPA Turf News: March/April 1994

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ASSOCIATION
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PO Box 118
Gleneden Beach, OR 97388
Phone: 503 764-3667

STAFF
Jerry Crabill
Administrative Assistant
NORTHWEST TURFGRASS
ASSOCIATION
P.O. Box 1367
Olympia, WA 98507-1367
Phone: 206 754-0825

Calendar of Events

May 23, 1994

NTA Board Work Session and Meeting
Contact: (206) 754-0825

May 24, 1994

OSU Field Day
Contact: (503) 737-5449

June 14, 1994

Jacklin Seed Company Field Day
Contact: (208) 773-7581

June 16, 1994

Turf-Seed, Inc. Field Day
Contact: (503) 651-2130

August 8, 1994

NTA Board Meeting
Contact: (206) 754-0825

August 9, 1994

WSU (Puyallup) Field Day
Contact: (206) 840-4511

September 25, 1994

NTA Board Meeting
Contact: (206) 754-0825

September 26-29, 1994

NTA 48th Annual Conference
Contact: (206) 754-0825

September 27, 1994

NTA Annual Meeting of the Members
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