

JULY 1985

*Our 60th Year*

# A PATCH of GREEN



**MBCGCSA ANNUAL PICNIC-  
August 20 - Burroughs Farms**



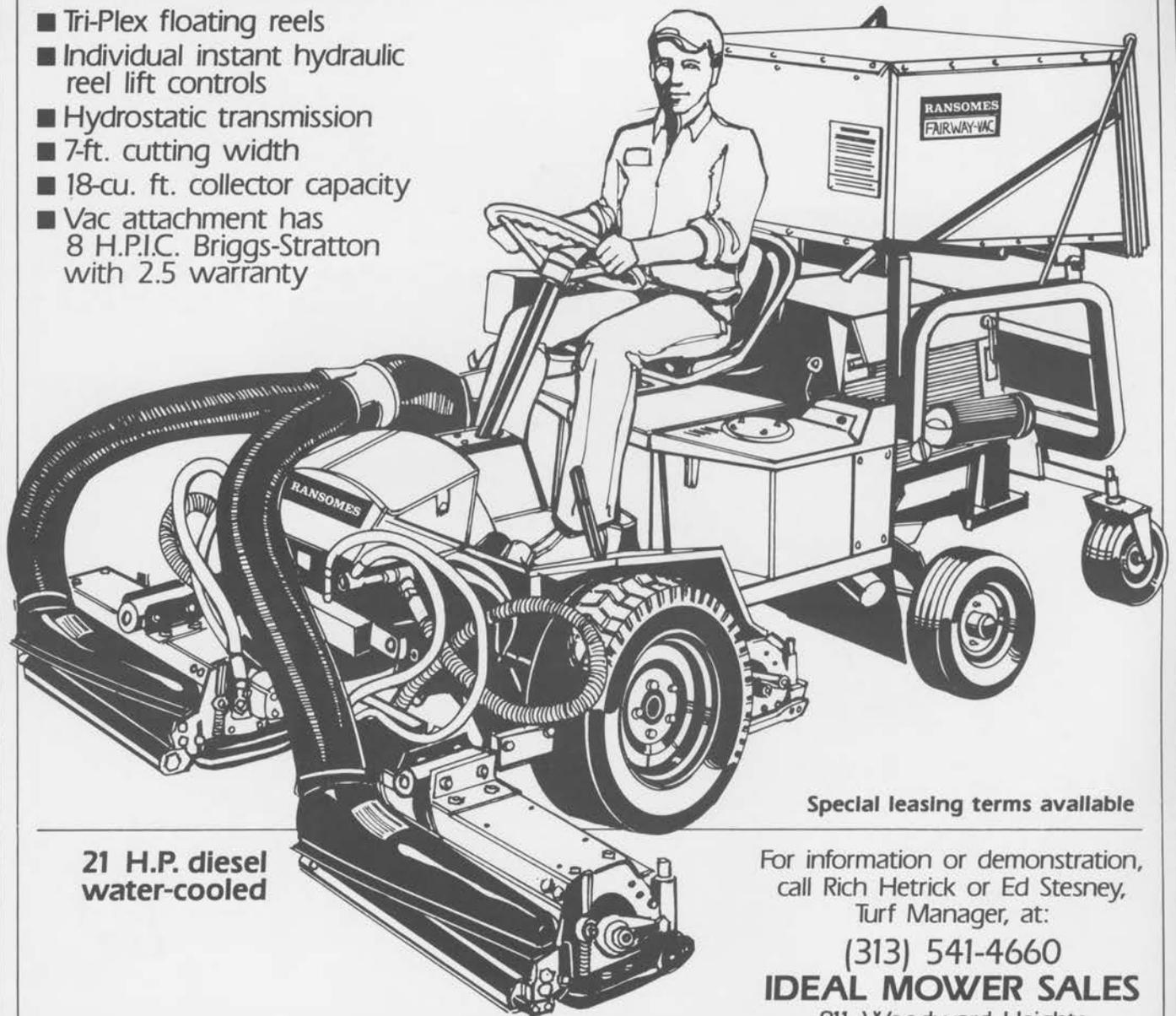
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Treatment	Rate/ 1,000 Sq. Ft.	Disease Rating % Plot Area Disease 7/8
<b>TERSAN® 1991</b>	2 oz.	0.0
Vorlan <sup>1</sup>	2 oz.	5.5
Duosan <sup>1</sup>	3 oz.	5.0
Bayleton <sup>2</sup>	2 oz.	4.2
Rubigan <sup>3</sup>	.5 oz.	4.6
Daconil 2787 4F <sup>4</sup>	6 fl. oz.	26.5
Untreated	—	—

Bentgrass-Penncross  
Application 6/7, 6/17, 7/8  
P. H. Dermody, J. D. Fry  
Dept. of Agronomy, University of Maryland

**ANTHRACNOSE CONTROL** Michigan State University 1982  
Green Gary Golf Club, Sylvania, Ohio

Treatment	Rate/ 1,000 Sq. Ft.	Application Interval	Disease Rating % Plot Infected	
			8/5	8/17
<b>TERSAN® 1991</b>	1 oz.	—	8.3	0.7
Bayleton	2 oz.	21 days	11.7	1.7
Duosan	4 oz.	21 days	21.7	8.3
Clearys 3336 <sup>5</sup>	1 oz.	21 days	30.0	18.3
Fungo 50 <sup>1</sup>	1 oz.	21 days	28.3	19.0
Daconil 2787 4F	6 fl. oz.	14 days	38.3	28.3
Actidione TGF + Actidione RZ <sup>6</sup>	.34 + .55 oz.	14 days	48.3	65.0
Vorlan	1 oz.	21 days	55.0	60.0
Untreated	—	—	58.3	66.7

Annual Bluegrass  
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Dr. Joseph Vargas, Michigan State University



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<sup>3</sup>Rubigan—Elanco Products Co.  
<sup>4</sup>Daconil—SDS Biotech Corp.  
<sup>5</sup>Clearys 3336—W.A. Cleary Chemical Corp.  
<sup>6</sup>Actidione TGF and Actidione RZ—TUCO Div. of Upjohn Co.

With any chemical, follow label instructions and warnings carefully.





## PRESIDENT'S MESSAGE

Every summer the *Michigan and Border Cities Golf Course Superintendents Association* sponsors a picnic for its membership. We will continue this tradition on August 20 with the 20th Annual Superintendents Picnic at Burroughs Farms in Brighton. Lunch will be served from noon to 1:00 and dinner from 4:30 to 7:00, but great food

won't be the only reason to attend - A full afternoon of games such as baseball and volleyball plus a swimming area with row boats and paddle boats will provide entertainment for all ages. As you have probably guessed members are more than welcome to bring their spouses and children.

We're planning a full day of food and fun for the whole family and it's all free for member superintendents. This event is getting bigger and better every year, so please mark your calendar and plan to be a part of it. Encourage other members to do the same - We're hoping for a big crowd and we're counting on a good time.

Sincerely,  
Michael V. Edgerton  
President, MBCGCSA

## A TIME TO SAY THANKS

JAMES W. TIMMERMAN  
*Immediate Past President  
GCSAA*

My term on the GCSAA Board of Directors is rapidly drawing to an end. And I would like at this time to take the opportunity to publicly thank all the members of the Michigan and Border Cities Golf Course Superintendents Association for all of the help and support you have given me throughout the six years I have served on the Executive Committee. I would like to single out Bruce Wolfrom, Fritz McMullen, and Michael Edgerton for special thanks. These good friends served as my campaign managers when I first ran for the Board and later when I ran for Vice President. Without their hard work and dedicated effort on my behalf, I could not have been elected.

During my time on the Board I was able to visit many local GCSAA Chapters. While many of these Chapters are progressive, I can truthfully say that the MBCGCSA is a leader among all the Chapters which comprise GCSAA. We have initiated more projects, raised more money for turf research and done more to promote the image of the golf course superintendent on a local level than any turf group I know. The MBCGCSA is dynamic organization. Its members are hard working, forward looking and vitally interested in improving our profession. I consider it both a distinct honor and privilege to be a member of our Chapter and to represent it on a national level. It is one of the good things in my life to be associated with the individuals who belong to our Association.

In many ways the success of our local Association can be attributed to the men who have preceded us. Superin-

tendents such as Clarence Wolfrom, Sr., Ward Cornwall, Andy Bertoni and many others set the example for us to follow. These early pioneers established the tradition which has made the MBCGCSA a leader in its field.

For me personally, serving on the GCSAA Board of Directors has been the most rewarding and enriching period of my life. I have gained much more than I can ever return to the Association. Certainly, there were periods of unrest and controversial issues. However, these were healthy problems of progress and dramatize an association that is on the move. The absence of problems does not always mean an association is healthy. It could mean we are slipping into complacency.

GCSAA has made significant progress during the past few years. In the area of education, regional and conference seminars have tripled. The video and audio cassette library has been expanded dramatically and many tapes covering a wide range of topics for superintendents is now available. Our national conference and show has grown to almost its maximum potential and is drawing national acclaim from the golfing community. In the area of communications, our magazine, *Golf Course Management*, is the leader in turf publication. We are in the process of launching a Public Relation program designed to bring the superintendent the just recognition of his profession. Finally, our Headquarters operation has been reorganized, using the latest in computer technology which allows GCSAA to service its members to its maximum abilities.



JAMES W. TIMMERMAN

The one lasting observation which I have gained from serving with GCSAA is that the role of the golf course superintendent is indispensable to the game of golf. With this indispensibility comes an obligation on the part of the superintendent to insure that our responsibilities to the game are met to their fullest. The game, as well as our profession, faces many challenges in the near future. How GCSAA performs in preparing the superintendent to meet these challenges will be most crucial to the welfare of the game. In the past, we have met each challenge - I know we can do so in the future. We can be proud of our contributions to golf, both on the local and national level, for we have earned our rightful place as a leader in the golfing industry.

The Office of President of GCSAA represents the pinnacle of our profession and is afforded to only a select few. To say it was an honor for me to be elected of GCSAA would be understating the case. It is quite difficult to describe accurately the debt of gratitude I owe the members of the MBCGCSA for all the encouragement and support given me these past six years. I can only say thanks and hope my service benefits all in the years to come.

# THE NEW BOARD MEMBER AT GCSAA

by  
JERRY FAUBEL, CGCS  
*Golf Course Superintendent Saginaw C. C.*

Since being appointed to the GCSAA Committee, I have been asked to serve as chairman of the Scholarship and Research Committee and as Chairman of the Governmental Relations Committee.

For the Scholarship portion of the Committee, we are presently changing the philosophy of the program. Instead of giving many small monetary gifts to turf management students, we are going to give a few large scholarships. The application forms are in the process of being rewritten in an attempt to learn more about each candidate. The criteria for the applications are: Demonstrated leadership qualities; High scholastic capabilities; Outstanding character; Superior performance and/or potential as an employee of a golf course; and the Ability to write and speak well. Candidates will have completed the first year of a two year technical turf management program or the second year of a baccalaureate program with major emphasis in turf management.

Students will need a letter of recommendation from a Class A GCSAA member and their school advisor. Finalists for the scholarships will have to complete a family financial analysis form which will then be ex-

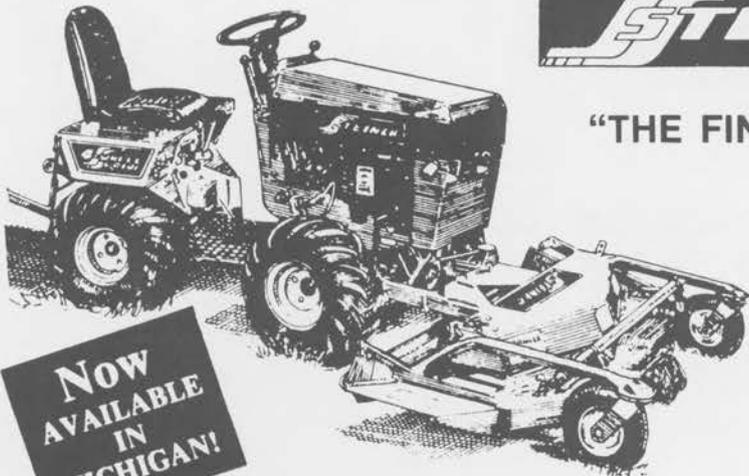
amined by the College Scholarship Services of Princeton, New Jersey. College Scholarship Services considers such things as tuition, fees, books, housing costs, transportation for students living off campus, the family's ability to help the student with their education. CSS makes a recommendation after all financial factors have been considered.

The Scholarship and Research Committee will then determine which candidates they would like to interview personally. Each of the finalists will be invited to attend interviews to take place at our GCSAA International Convention. Winners will be determined and awarded the scholarships at the GCSAA Annual Meeting.

GCSAA is attempting to encourage and reward individuals with leadership qualities, high scholastic capabilities who intend to be golf course superintendents. Giving predetermined large sums of money to these persons is imprudent, but giving them a sum of money dependent upon their true need is philanthropic.

Governmental Relations Committee is dealing primarily with water consumption and our ability to gain a sufficient amount for our use. Another concern is our

CONTINUED PAGE 21



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# THE CHAIRMAN AND THE COURSE

BY JEFF RIVARD

Beginning with my fraternity employment in 1974, I have been fascinated by employee-volunteer relationships. These arrangements or uneasy truces, depending on your point of view, are the back bone of association management in general and the game of golf in particular. Where would golf be without volunteers? I welcome especially the Green Chairman with us today, a job similar to mom's cooking. Nobody notices unless something goes wrong. Of course this observation applies to *chairs* and superintendents alike.

My remarks today cover two primary subjects - relationships between the Green Chairman and the Superintendents and a few of the job's hot buttons - Leadership Communication; Membership Communication; Tournament Management and the use of Consultants.

I am an incurable organization junkie. In my spare time I assist my fraternity as a Regional Director, a busman's holiday for an association executive. I often discuss career goals with my undergraduate brothers, and recently at Michigan State University, a turfgrass major told me he wanted to be a golf course superintendent. Why?? I asked. "Because," he said, "I like to work outdoors and not have to worry about people and politics." Is he in for a surprise!! He's half right about the job - he will spend time outdoors.

Golf course maintenance is being in the people business though, and a key aspect is the relationship between the superintendent and the green chairman.

How should the superintendent and *chair* work together? A rule of thumb is that the volunteer officer has a responsibility to his club and its leadership to cooperate with the chief employee (superintendent) in broad brush activities such as budget planning, policy development and general issues. The superintendent is responsible for day-to-day operations. Once a volunteer assumes staff perogatives, such as directing subordinates who report to the superintendent, problems will occur. The converse is also true. The superintendent who refers to a given facility as "my course" is on shaky ground. Although the Green Chairman should let the superintendent be the superintendent, the *chair* should be present often enough so he is familiar with the overall maintenance program.

How should the superintendent assist his chairman? The superintendent educates, orients and informs his officer in a thorough and timely manner. Concise and well organized written reports are vital. Volunteers are *not* paid. So what can they be given? *Recognition* and *information* are the principle forms of volunteer compensation. This thought applies not only to *reports* and *meetings* but to

CONTINUED PAGE 17

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# Interviews With P. J. Boatwright & Fuzzy Zoeller

On May 7, at Oakland Hills Country Club the United States Golf Association held its annual Media Day prior to the 1985 U.S. Open. All the local media - television, radio, newspapers and yes, even the Patch of Green were there to meet and talk to Fuzzy Zoeller, the reigning U.S. Open golf champion. Along with Mr. Zoeller we were able to converse with P.J. Boatwright, Executive Director, Rules and Competition for the USGA.

Here is what they had to say -

**POG:** *Fuzzy, do golf professionals on the Tour rely on the stimpmeter to judge the speed of greens?*

**FUZZY:** *Its very tough to judge the speed of greens but the human nerves behind a putt for a championship is what it's all about. The stimpmeter will not help you make that winning putt. The stimpmeter does give you a pretty good indication of how fast greens are but during the day the greens get a lot faster than what they were earlier in the morning.*

**POG:** *What do you feel is a good stimpmeter speed for a golf tournament?*

**FUZZY:** *I would say 10 feet is a comfortable speed, maybe even a nine. That means when you are putting down hill you are going to have a twelve or thirteen, but you still have an opportunity to stop the ball on a downhill putt. Now see, where they were having problems at Augusta National the greens were running 10½ to 11 on the stimpmeter but the downhill putts are fourteens and you can't control that type of downhill putt.*



**FUZZY ZOELLER, REENACTING HIS FAMED "TOWEL-WAVING" AT LAST YEAR'S U.S. OPEN.**

**POG:** *How do you feel about the importance of the golf course superintendent to the golf industry?*

**FUZZY:** *You guys went to school to learn all about grass and what it takes to make it grow. They're specialists at it and I'm not. You need experts in every field and my hats off to the superintendent. I'd love to do what they're doing.*

**POG:** *We feel that being a golf course superintendent is a very rewarding profession.*

**FUZZY:** *Well I can see what you mean. You start off with soil, lay grass on it, watch it grow and make a beautiful golf course. It is very rewarding.*

**POG:** *Would you care to pose for a centerfold for our magazine, A Patch of Green?*

**FUZZY:** *As a centerfold? Why, do you want to see my back scar, or what? (laughter)*

**POG:** *What do you feel your chances are in winning this year's U.S. Open here at Oakland Hills?*

**FUZZY:** *Anytime I go out to play in a Tournament, I feel I can win. It doesn't always happen but when I'm playing well and my back is in working order, I can be as good as anybody. When I played in the '79 PGA (at Oakland Hills) I played poorly because I didn't play the course properly. This year my strategy will be different than in '79.*

**POG:** *Mr. Boatwright, in your opinion, how does the USGA feel about the importance of the golf course superintendent? Not only for a major tournament such as the U.S. Open, but for golf in general?*

**BOATWRIGHT:** *We think the golf course superintendent is very, very important because everybody wants to play on a well conditioned course and if that happens it's due to the good work of the superintendent. He's extremely important to us.*

**POG:** *The U.S.G.A. Green Section has been active for many years in the golf industry. You must feel good knowing that the USGA provides advisory service to any golf course who requests it.*

**BOATWRIGHT:** *I think the service is very important - to have someone come in once or twice a year to give the superintendent a different point of view, to substantiate the superintendent's maintenance programs. You know, two heads are sometimes better than one.*

## A PATCH OF GREEN

Official Publication of the



**MICHIGAN & BORDER CITIES GOLF COURSE SUPT. ASSOCIATION**

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# NEW TURFGRASS DISEASES & RELATED PROBLEMS

## BACTERIAL WILT

Bacterial wilt caused by *Xanthomonas campestris* was originally thought to only be a problem on 'Toronto' creeping bentgrass. Since that time, it has been reported in Europe on fescue, ryegrass and Kentucky bluegrass. We have also found it to be a pathogen on annual bluegrass and Nimisilia and 'Seaside' creeping bentgrass. The bacteria has also been reported on bermuda grass in Hawaii. It now appears the bacterial disease is much more wide spread than originally thought. It may be only a matter of time before mutation produces a bacterium which can attack currently resistant creeping bentgrass cultivars like 'Pennecross' and 'Penneagle'. This is most likely to occur in nurseries or on golf course green that previously had the bacterial wilt problem. Unfortunately, the only means of management of the disease is high rates of oxytetracycline (Mycoshield). What is needed is more research on better ways to manage bacterial wilt, while we still have time, before *X. campestris* mutates to produce strains that can attack 'Pennecross' and 'Penneagle'.

## SUMMER PATCH

Back in 1983, and to a lesser degree in 1984, many golf courses in the mid-west experienced severe late summer turf loss on their annual bluegrass fairways. This even occurred on golf courses where the superintendents were utilizing good fungicide programs for the control of diseases such as anthracnose, dollar spot, and brown patch. The initial symptoms were a chlorotic yellowing of the turf in patches from 3 inches to 3 feet in diameter, with most patches being approximately 6 inches to a foot in diameter. The disease was believed to be caused by the unusually hot summer and especially the warm nights. Examination of the roots in these patches revealed dark colored mycelial strands of a fungus running parallel along the roots. These runner hyphae, as they are known, are very characteristic of *Gaeumannomyces*-like organisms.

This root fungus was isolated into pure culture by picking strands of runner hyphae off the roots under a dissecting microscope. Several techniques were tried to induce the fungus to produce a sexual stage, so a positive identification could be made. All attempts failed, so it was decided to try and identify the fungus on the basis of its asexual characteristics. After a thorough literature search of articles dealing with the identification of *Gaeumannomyces*-like organisms, the fungus was temporarily identified as *Phialophora graminicola*. Samples of the fungus were sent to other turf pathology laboratories and cultures of *P. graminicola* were obtained from them for comparison. These results confirmed our initial findings that the organism responsible for the patch disease in annual bluegrass during warm weather is *Phialophora graminicola*. This same fungus has been shown to cause similar patch disease in Kentucky bluegrass (it is believed to be the same disease we formerly called *Fusarium* blight). This disease is called summer patch in Kentucky bluegrass. We see no reason to change the name for this disease caused by *P. graminicola* in annual bluegrass, therefore, this disease will now be referred to as summer patch.

## PINK PATCH

New diseases often occur when new cultivars are introduced. This appears to be what is happening with pink patch on 'Penneagle' creeping bentgrass. Pink patch caused by *Limonomyces roseipellis* was formerly known as red thread, caused by *Corticium fuciforme*. The disease is only reported to occur on fine leaf fescues and perennial ryegrasses. This is the first known occurrence on creeping bentgrass. The disease first appears as copper to pinkish colored spots, measuring from 2 to 6 inches in diameter. As the disease progresses, the spots become larger and the turf in these spots thins out. The disease can occur throughout the growing season and is most severe on low fertility areas. How wide spread this disease will become only time will tell.

## SAND TOP-DRESSING

The original concept in sand top-dressing greens was to make light applications about every three weeks. Many people heard only the "sand top-dressing" part and forgot the "lightly every three weeks" part. Heavy, infrequent (2 to 3 times a year) sand top-dressing will lead to layering problems. The turf roots under such conditions will be confined to the upper layer during the summer stress periods. The end result will be short roots with severe loss

CONTINUED PAGE 16

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# KEEP THE WORMS INSIDE

by KEN DeBusscher, Golf Course Superintendent -  
Wabek Country Club

I've worked at a golf course for over ten years now and can say I've been quite lucky in that I haven't seen a serious work accident. Most all of us who have been around the golf course long enough realize the potential for accidents. Some of you may have been unfortunate enough to have either been in a serious accident or have witnessed one. For those of you who have, you would certainly agree that you'd do anything in your power to prevent any such mishap to occur again.

It is the nature of our industry to rely on young, inexperienced employees and many times we teach these people to use expensive equipment as quickly as possible. Some are taught to use a clutch and manual transmissions for the first times in their lives and the list could go on. All of us have seen the casual frolicking that exists with crew members - oftentimes involving machinery - and it's rather remarkable that more serious accidents don't occur because the potential is certainly there. I believe it is very important that each of us begin an active, on-going safety program to educate ourselves and our employees. The complications which may arise if we neglect to do so, could be staggering.

We are at a point in time when people sue for nearly any reason, any excuse and we cannot afford to have an employee lose three toes because we've bypassed the safety

switch on his mower. Neither can we afford an employee to suffer chronic headaches because he got hit on his helmet-less head by a golf ball. Try to explain to your greens chairman or owner why you, as a manager, didn't enforce basic safety rules when your club has just been named in a quarter-million dollar lawsuit. Your neglect could very well cost you your job. Remember that both you and your club will be named in the lawsuit. You certainly don't need the aggravation - nor does your family or your club. Keep in mind that your safety program should really be developed and enforced not only to protect you and your club but, most importantly, to protect the employee who may lose his toes. He'll do the most suffering.

Developing a sound safety program could be a very good means for those of you seeking to replace old tools, equipment, or even an entire maintenance facility. Make a list of the inadequacies or safety violations with your equipment or in your facility. Then find out the consequences your club might suffer if they choose to ignore or help you enforce mandatory safety regulations. Many of your Board Members or golf course owners work for corporations who have established very stringent safety standards for their employees. Why can they then refuse you and your employees the same opportunity to enjoy proper and safe work conditions?

If you have challenges developing a safety program, seek help from the experts - the people who know the laws and the most efficient ways to bring about the changes to your course. The Michigan Department of Labor on request offers an on-site consultation program to assist employers in voluntarily complying with current safety standards. Don't hesitate to work with people. Contrary to some opinions, the purpose of the Michigan Department of Labor is not to *search and destroy* work places with safety violations, but to work with the employer (you) to identify safety hazards and reduce job injuries.

Some time ago when I began collecting information for a local meeting and contacted state consultants about improving safety conditions on the golf course, some superintendents became wary and wondered out loud if I was opening a *can of worms*. Well my answer was that the can of worms is already open and indeed is our responsibility to keep the worms inside. If we choose to ignore our responsibility to our employees and employers we as superintendents will suffer, as will our profession. We should all be too proud to let that happen.

Accidents can and will happen, but do your part to at least cut down the odds.

## HOSPITALITY ROOM

Every year when attending the GCSAA convention our members have the opportunity to drop-in at our hospitality room. The Michigan and Border Cities Golf Course Superintendents Association is well known throughout the convention for having the "welcome mat" out for our members and their guests. Throughout the years *The Room* has proven to be the ideal spot for people to gather

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# NOTES FROM THE UNDERGROUND

by Harry Roote

Greetings! It sure has been a crazy Spring. Temperatures were way above normal and rainfall was well below average. It seems the weather caught everyone by surprise. From what I can see, all of you superintendents have had a great start. All of the courses I have seen have been in great shape. Because of the nice weather the last few months I was able to play a lot of golf. In fact, I played so much that Harriet, my wife, was giving me a real hard time. She told me if I didn't quit playing the game so much and pay more attention to her she was going to leave me. I'm sure going to miss her.

Bob McDougal, golf course superintendent at Black River C.C. in Port Huron had major surgery in early April. I hear that Bob is feeling better and is already back to work. That's the way to hang tough, Bob.

Mike Edgerton has been fitted with a new artificial arm and he hopes to be wearing the new limb on a regular basis soon. He says it takes some getting used to, but with a little patience he should have it working pretty good. Good luck, Mike.

*Did you ever notice that when someone forgets to turn the lights off in their car they always remember to lock the doors?*

Dale Conselman, former super at Midland C.C. who had moved to Lincoln C.C. in Nebraska, has moved again. Dale has taken the superintendents position at Fiddlesticks G.C. in Florida.

Gordie LaFontaine, currently the Executive Secretary of the Michigan Turf Foundation, has been elected to the Board of Directors of the Michigan Agriculture Conference. The M.A.C. is a conglomeration of all aspects of agriculture in Michigan. The function of the M.A.C. is to improve the Ag industry through scientific advancement, public relations and lobbying in Lansing for financial backing from the government. Due to Gordie's efforts, the turfgrass industry was added to this group.

*The average normal temperature for Detroit in July is 72° - in Grand Rapids 71°. The average monthly rainfall is 3" in Detroit and 3.1" in Grand Rapids.*

*A rainfall of 1" would provide 27,143 gallons of water over 1 acre of ground. It would take six sprinklers putting out 50 gallons of water a minute with a 180*

*foot diameter ninety minutes to apply the same amount of H<sub>2</sub>O as that 1" rainfall.*

Speaking of rain, have any of you given much thought to another type of precipitation? It's called acid rain. The effects of acid rain in the United States and Canada have just begun to surface in the last few years. Many countries in Eastern Europe have been experiencing acid rain problems for many years. Through the decades of coal burning factories, coal heat and automobiles the atmosphere has been filled with acidic pollutants, especially oxides of sulfur and nitrogen, and ozone. These pollutants can travel hundreds of miles in the atmosphere and return to the Earth's surface in the form of acid rain. The Black Forest in Germany is on the verge of dying - many lakes no longer support fish or plant life, old buildings are crumbling due to the corrosiveness of the rain and many people are experiencing health problems.

The effects of acid rain on trees, lakes, flowers and people have been studied extensively and the findings are not good. I don't think there has been much study on the effects of acid rain on turf but golf courses do have trees, lakes people and flowers and no doubt the pH in the soil will drop if acid rain continues at its current pace. Eventually, this will have to effect turf. By the time it effects turf though, it may be too late.

Much of the pollution comes from the heartland in the U.S. The Canadian government has been requesting the U.S. to do something about the high sulfur pollution it is creating. Thousands of lakes in Canada are dead (unable to support fish life), and thousands of others are in danger. Also, this is happening in the eastern part of the United States and signs of acid rain damage is beginning to appear out West.

Trees have shown extensive damage from acid rain. Studies have shown that acid rain washes out important nutrients from the needles of spruce trees and causes a slow death due to nutrient deficiency. Most trees are affected by this in one way or another.

The Michigan United Conservation Clubs, the largest conservation organization in Michigan, started releasing "Acid Rain Watch" reports in an effort to gain more attention to this potential-

ly dangerous environmental problem. The information is collected by the U.S. Environmental Protection Agency and the State Department of Natural Resources. According to readings taken April 1, Mt. Clemens registered 66 times more than normal acidity, Bay City 2 times, Muskegon 35 times. A report taken April 11 showed Mt. Clemens 13 times, Bay City 24 times and Muskegon 24 times. Unpolluted rain has a pH of 5.6 and every unit drop in pH represents a tenfold increase in acidity. You have to admit that over a period of time this would have to effect plant life, fish life and human life sooner or later. Scientists believe that persistent acid rain at pH levels below 4.7 can damage buildings, plant life and bodies of water.

Many environmentalists have called for a national program to combat acid rain. Hopefully something will be done to prevent lasting damage to our environment.

Congratulations to Gary Fichter, superintendent in charge of golf course and athletic fields in the city of Ann Arbor, for the article featuring him in the June issue of *Weeds, Trees*. The article told about Gary's work in the renovation of an old golf course into one of the finest soccer facilities in the state. Congratulations also to Dave Montgomery, golf course superintendent at Whispering Willows G.C. in Livonia. Dave was one of the featured superintendents in an article concerning the fungicide, *Rubigan*. If my memory serves me correctly it was in the April issue of *Ground Maintenance*.

Well, before I turn off the typewriter, I once again have to quote one of my favorite writers, Mark Twain. He said, "Golf is a good walk spoiled". (It's good sportsmanship to not pick up lost golf balls while they are still rolling.)

Everyone have a good summer, hope to see you at the MBCGCSA picnic at Burroughs Farms in August.

---

IN Africa some of the native tribes have a custom of beating the ground with clubs and uttering spine-chilling cries. Anthropologists call this a form of primitive self-expression. In America we call it golf.

Bits and Pieces

# VOICE YOUR OPINION

In the last issue of the Patch of Green the question was asked, Is the Stimpmeter a good management tool for the golf course superintendent?

The results were:  
Yes; 60% Comments: A good tool to test greens for speed consistency . . . keep out of the members hands . . .

No; 40% Comments: Makes golf courses in the district too competitive in trying to have the fastest greens . . . When members start using it to compare putting green speed between golf courses which cause maintenance problems for the superintendent, the stimpmeter should not have been invented.

This month's question;  
The GCSAA has introduced a new Mid-Year Turfgrass Conference & Show to be held in Indianapolis, Indiana, on September 19-24. This two-part question is addressed to all members -

From what you know of the conference, by either reading about it or hearing about it by word of mouth, *Is the new mini Turfgrass Conference a good idea? Will you be attending?*

The response for the first Voice Your Opinion was not as large as we anticipated. Please take the time to send in your opinion. If you are reading this take two minutes of your time right now. Write down your answer on a piece

of paper, put a short comment on it if you like, stick a 22¢ stamp on an envelope and send your answer to:

Kevin Dushane  
159 Willards Way  
Union Lake, Michigan 48085

Or call Kevin at 642-0707 and give him your answer over the phone.

Please submit all answers by August 10.

The definition of *Apathy* according to Webster - *lack of interest in things, indifference.*

This response to the question concerning the stimpmeter was sent to Ted Woehrl from Walter Woods, Links Supervisor at St. Andrews Golf Links, St. Andrews, Scotland. The *Patch of Green* is sent to him monthly and Walter provided his views on the stimpmeter to us.



JUBILEE SHEDS · WEST SANDS ROAD · ST ANDREWS

Dear Ted,

I regularly receive the Patch of Green magazine and I look forward to its arrival at St. Andrews. I think it is excellent because of superintendents' anticipation and the down to earth knowledge which is always practically presented.

Recently, I read a *Voice Your Opinion* (question)

CONTINUED PAGE 15

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# 1985 TURFGRASS FIELD DAY

M.S.U. will once again host the Turfgrass Field Day at the Robert C. Hancock Research Center. The date this year is Thursday, September 5, at 8:00 a.m. This is a chance for everyone in Michigan who is interested in turf to find out the latest data on turfgrass varieties, soil, irrigation, weed control, turf diseases and other pertinent turfgrass information.

Last year an equipment auction was introduced after the research plots were viewed. All of the equipment auctioned was donated by Michigan Turf Foundation members and the money raised from the auction was given to the M.T.F. The equipment auction will be held again this year but with a different format. Those donating equipment to the auction will receive 50% of the sale price of that piece of equipment, up to \$1,000. Any equipment selling for more than \$1,000 the donator will realize a 75% return on the final sale price. The remaining dollars raised from the auction will go to turfgrass research at M.S.U. Also, the percentage that M.S.U. receives is tax deductible. So save the equipment you plan on discarding or trading in and donate it to the M.T.F. auction.

Contact Clem Wolf from at (313) 345-4589 or Jeff Gorney at (616) 453-0705 by August 1 for more information concerning the auction.

# DOMINION MEETING

On a very windy, sunny day, afternoon temperatures reaching 50 degrees Fahrenheit, seventy-two brave and hardy golfers braved Mother Nature and the elements. Before golf and between nines, the golfers enjoyed Dominion's Fried Chicken and Labatt's fine Beer. Afterward, ninety-three people enjoyed dinner consisting of T-Bone steak and shrimp.

Bill Bowen of Peterborough, Ontario travelled the longest distance. Ontario Superintendents from Toronto, London, Sarnia and many other cities were also in attendance. Many Superintendents from South East Michigan joined us to make a super day.

What was indeed complimentary to me was that three Past President's of the Golf Course Superintendents Association of America were in attendance. In addition, eight President's and Past President's from Michigan, along with seven President and Past President's from Ontario also attended.

The four low Superintendents from Ontario were winners of the Labatt's Trophy and very nice Labatt's Awards. The runners-up from Michigan also received awards - compliments of Labatt's.

I would like to thank everyone who attended for making Wednesday, April 10, 1985 a very special day for me.

Dan Uzelac

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## POLICY BOOK

The purpose of the policy book is for members of the Michigan and Border Cities Golf Course Superintendents Association to be able to answer questions as to the procedures and policy of our organization. As trends of the turf industry change and the administration of the Association change, so do the policies of the organization. Whenever there is an alteration in a M&BC policy the Secretary records the change in an up to date policy book kept by him.

The main purpose of the book is to maintain continuity from year to year and from administration to administration so that key issues are not overlooked or discarded. This book is reviewed annually by a committee appointed by the President of the M&BC. It is a very useful and meaningful manual that the Board of Directors use in guiding the organization. Although by no means is it a rule book, it does offer guidelines as to the proper procedure our Association should be directed.

If any member is interested in receiving a copy of the Policy Book, please contact any Board of Director or Officer.

### HOSPITALITY ROOM, CONT

prior to going out for dinner, renewing old acquaintances, meeting new friends or discussing what's new at the convention.

The Room is funded only partly by our dues. The majority of the funds come from the generous contributions of our members and suppliers. Many of our members have the opportunity to work one to two hour shifts during

CONTINUED NEXT PAGE

## JOHN WALTER AWARD

The *John Walter Award* contest is off to a good start. We have already received a few articles and hope to get more submitted from our members soon.

This new award is given in recognition of the best written article in 1985 submitted to the Patch of Green by any Michigan and Border Cities member. The criteria of the contest was detailed in the May, 1985 issue of the Patch of Green.

If anyone is interested in writing an article contact Kevin Dushane at 642-0707 or Ted Woehrle at 644-3352 for more information.

To make the *new* Patch of Green successful your support is needed. Your participation will be appreciated.

### WALTER WOODS, CONT.

pertaining to the stimpmeter and I personally believe is a valuable tool simply because it has people interested in the speed of greens. But the stimpmeter is just a piece of metal. The superintendent has still to use his skill in creating uniform surfaces. This sometimes can be impossible if the weather opposes him, particularly in windy conditions on exposed greens. I must admit that lots of greenskeepers in Britain are not keen on the stimpmeter's use, but I know a lot of greenskeepers who cannot create a fast green. However, I believe it assists me.

It was a pleasure to meet you at Washington and I am sure our paths will cross again sometime in the future. Keep up the good work.

Yours Sincerely,  
Walter Woods



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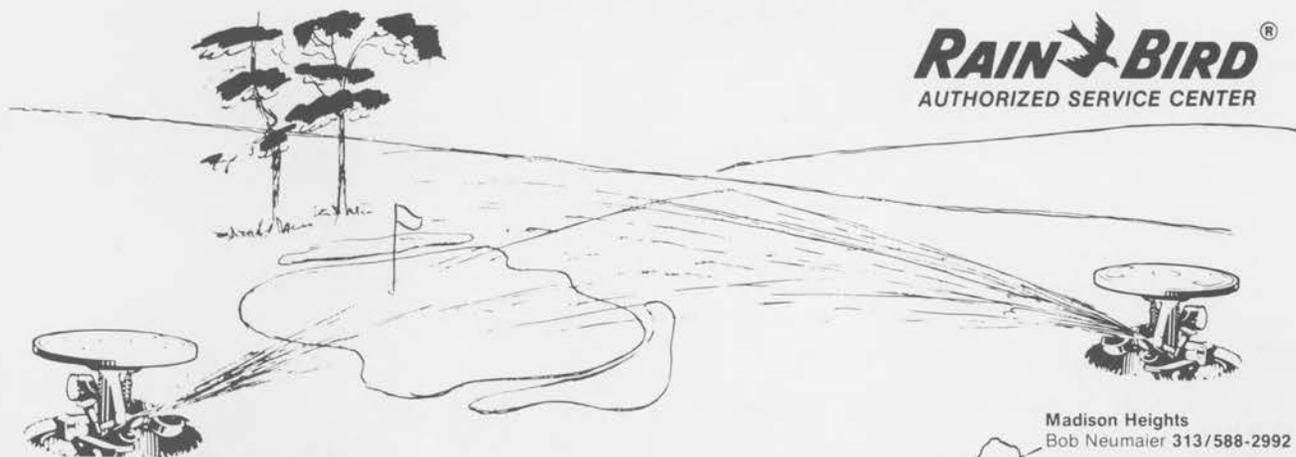
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## NEW DISEASES, CONT.

of turf. Layering also interferes with water movement through the soil and may well result in soggy greens following heavy irrigation or rainfall.

When the sand top-dressing program was first proposed, it was recommended that coring be done only once, at the start of the program. Since that time, this recommendation has been changed to coring at least once a year, with the cores being removed. This has become necessary because of the perched water table that develops between the sand and soil layer, resulting in a water logged condition that has allowed the build-up of anaerobic microorganisms, which are giving off materials that are toxic to the turfgrass plants causing them to thin and die.

## SULFUR

Many superintendents are using sulfur either as an annual bluegrass management tool or to regulate the soil pH. Those who have used the granular sulfur have had what is known as "incurable dollar spots", because no matter what fungicides they put on, the spots won't go away. This is because the spots are caused by sulfur burn, rather than a fungus. Superintendents often find this hard to understand, since the sulfur is usually applied in the cool weather of the fall, but the spots don't occur until the warm weather of June, July and August. If these spots are examined a sulfur particle will be found in each of them. The fine sulfur particles do not cause a problem. It is the larger ones which, when they begin to break-down in the warm weather, either oxidize to sulfuric acid or lower the pH in the surrounding area to the point where grass can't grow. If you are going to use sulfur, use one of the flowable or water dispersible products.

J. M. Vargas, Jr.

*Professor, Dept. of Botany & Plant Pathology  
Michigan State University*

## HOSPITALITY ROOM, CONT.

the week, so that there is always someone there to greet you and serve refreshments.

So the next time you attend the GCSAA convention, you owe it to yourself and your profession to spend some time in *The Room*.

## INTERVIEWS, CONT.

POG: *I talked with Fuzzy Zoeller earlier about the stimpmeter and asked him what was a good green speed as judged by the stimpmeter. What are your feelings of this tool?*

BOATWRIGHT: *I think it has been very helpful to us, not just in achieving green speed but in achieving uniformity. Because of it we find one green is a little slower than the others, we may double cut or triple cut it.*

POG: *I think uniformity is the key word because some superintendents feel greens have to be faster than other golf courses to please some of their golfing membership. I think using the stimpmeter in this regard can be a misused management tool.*

BOATWRIGHT: *I agree with that. You can get greens too fast, then the game gets to be a joke. But I do think fast greens lend an element to the game, up to a point. When you get beyond that point, it becomes a joke.*

POG: *Fuzzy Zoeller alluded to that thought also. I appreciate you taking the time to talk to me. Thank you.*

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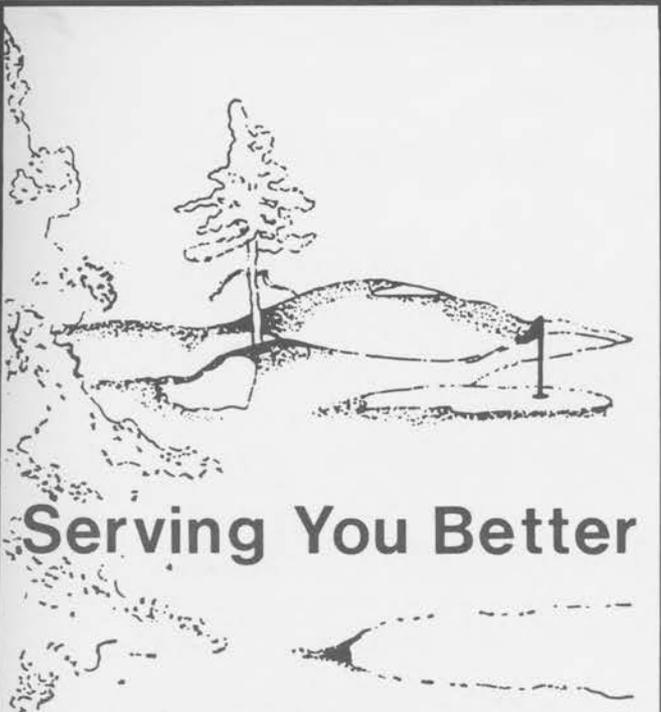
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#### CHAIRMAN & THE COURSE, CONT.

daily projects as well. Few *chairs* enjoy being blind-sided by irate members, especially when the chairman doesn't have the answers.

The *chair* has responsibilities to his superintendent, specifically in the following areas:

1. Be an advocate and representative for the superintendent.
2. Keep the club leadership informed - a team project for both.
3. Keep the membership informed - another team project.
4. Solicit feedback from the members and serve as a buffer as well.
5. Assist in planning, policies and budgeting.

We find variations on these themes, but the bottom line is *communication*. Most importantly, in the communication flow, the *chair* and the superintendent must reach a clear understanding about who does what, and to whom. The most advisable "pecking order" is the *absence* of one, because the development of a *peer* relationship generates rapport, mutual respect, communication and team work.

If we assume rapport and team work, how can the Green Chairman and superintendent tackle problems together? Let's start with the club or course leadership. Both employee and officer should attend Board Meetings. Not only to *present* reports or proposals, but to *stay informed* about the total golf facility. It should be standard operating procedure for the superintendent to attend club leadership meetings. How should the team make presentations? The *chair* is the generalist, the person who makes opening remarks. The superintendent provides details when necessary *and* is on call to answer questions that only someone who is on the job daily can address. When questions fly fast and furious, having the *best witness* on hand will facilitate decision making. One of the quickest ways for employees to gain professional respect is *access* to the decision-makers. We've touched on verbal reports. How about the use of paperwork with club leaders?

Written reports to the Board are important, especially with the increased emphasis in financial management in all departments. These documents are important as a communications tool for course operations. That's the bad news; but the good news is that the superintendent has access to records which can generate clear and concise reports. Bringing numbers to life, making statistics score points - these characteristics develop the superintendent's image as a manager and dynamic leader. Numbered accounts, inventory control, time studies, percentages of time spent on each activity and area on the course, and cost per member maintenance figures are meaningful to the Board, especially when they explain dollars to the members or customers. Dynamic numbers, the use of photography and usage of consultant's reports are not only beneficial to the Board of Directors, but these activities offer the superintendent and his chairman a better way to know where they are and where they're headed. All of these techniques can affect a superintendent's income and prestige and promote mutual respect between chairman and superintendent.

Club management and the governing body are only part of the picture. What about the rest of the members or customers? They're important too, and some *are* more important than others. It's amazing the number of clubs where 10% of the members play 90% of the golf or spend 90% of the money. Keep those regulars in mind! For one thing, they see the course conditions change over the season much more than the occasional golfer. Methods for

CONTINUED NEXT PAGE

communicating with the general membership are numerous. They include the club newsletter, calendar, signs, bulletin boards and suggestion boxes. Your suggestion box, for example, will receive much "junk mail". But if a few notes surface each year which help the program, it's worth the time and effort. Share the reactions with your chairman, board and employees. Golf is a game of meetings and the opportunities to meet various segments of the membership are numerous. Have either the *chair* or superintendent ever discussed etiquette with beginners? Shown the maintenance area to juniors? Spoken at a luncheon of the ladies association? You will be surprised how many golfers are interested in the craft of maintaining a golf course if the superintendent and chairman arrange attention-getting programs. If ten people show up, ten more golfers know something about maintenance problems, programs and how they may help. Don't be discouraged by small turnouts at the beginning. Personal contact with the members in non-job settings for the superintendent are beneficial. Have lunch at the grille, play golf with the members when time permits and attend social functions. Procedures and politics make some of these activities more possible than others, but consider them and how they assist the club maintenance program.

Let's move on to tournaments. Are they a nuisance or an opportunity? No doubt the pressure is on for contestants, officials and the maintenance department. Competitive golf is a wondrous communications and management opportunity. It's a time when the course is showcased, or should be. How a course plays and *looks* for special events is a vital element in the club's image and reputation in the local golf community. One thing is for sure - tournament golf quickly answers the question, "How well am I organized?" The horror stories abound - holes cut feet from the edges of greens instead of paces - equipment disturbing players needlessly - workers heading to the wrong areas because nines were reversed for the tournament - contestants catching the greens crew because the first group was a pair instead of a group of three - a green not mowed because the crew worked out of sequence - anyone care to supply some more?

Consider the following tournament points, whether it's a club or outside event:

1. Don't be reluctant to make the first move. Don't let things wait to the last minute.
2. Find out early if any special maintenance requirements are necessary.
3. Develop a good checklist. Instead of merely checking off the activities, write down the name of the person responsible for each duty, whether it's an official or an employee.
4. Use competitive events to showcase the course and the crew.
5. Find out early about course set-up - who will select tees, locate hole placements, mark the course (ground under repair and hazards).
6. Golfers are selfish. When the tournament bell rings, they don't care about maintenance problems. They expect results.

Many regional golf associations stress services over tournaments to show they are a full service organization. However, nothing a club does will be more noticed by the golfing public than its tournament program. On the basis of image and reputation alone, tournaments are very important to a club's standing. And if the golf course isn't right, everything else is window dressing.

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The collective expertise of this group is impressive, yet many of us have seen fit to employ consultants at our golf courses for a variety of reasons. Consulting is a job which one starts with two strikes against him. There is a natural resentment of outsiders and as a group superintendents are as touchy about consultants as any segment of professionals I know. So it is a thorny subject. No superintendent, or any professional for that matter, appreciates the arrival of a consultant with (A) prior knowledge, or (B) being involved in the decision. So Mr. Chairman, work with the superintendent in selecting and scheduling a consultant.

What is a Consultant? "A person who knows 200 sex techniques but has no partners?" "An expert who travels more than fifty miles and has his own slides?" "An outsider brought to *my* golf course at someone else's invitation to get me fired?" At their best, consultants are valuable golf course management tools. So let's accentuate the positive and determine how best to utilize consultants.

Consultants can be agronomists (commercial, USGA, or university), specialists - such as irrigation experts - and golf course architects. The use of consultants is very common in business, education and industry and I remind superintendents that Green Chairmen routinely employ consultants in their own professions. I recall an incident between a chairman and a superintendent as they discussed an upcoming USGA Green Section visit. The superintendent wasn't too fond of having an outsider critique his golf course and, by implication, his *effectiveness* as a turfgrass manager. He expressed these misgivings to his chairman. The chairman retorted, "I am a lawyer and damn good one. Our firm seeks outside opinions all the time. What's your problem?" One sign of professionalism is the willingness to be evaluated or scrutinized. Those who use consultants effectively are secure in the knowledge they

are doing a good job and that the consultant will underscore this fact. A consultant visits numerous facilities and will be able to make suggestions which will *fine tune* the operation, not *overhaul* it.

I advocate involvement of consultants in case you haven't guessed. Such cliches as "you can't see the forest for the trees" apply. Other reasons to consider consultants -

- A. Value of unbiased observation.
- B. Political value in persuading club leaders to implement a program the green chairman and the superintendent wish to report.
- C. A time to focus or reflect on maintenance operations.
- D. Heading off the "Monument builders" who want to spur of the moment changes.
- E. Keeping up with developments in the game.

How does one choose a consultant? The purpose of the visit has much to do with the selection. Budget is important and prices range from five figures to freebies.

Why invite consultants in the first place? -

- 1. Emergencies.
- 2. Ongoing evaluations as a general visit.
- 3. Irrigation system.
- 4. Mowing patterns recommendations.
- 5. New holes or major course renovations.
- 6. Disease control.
- 7. Maintenance equipment analysis.
- 8. Construction such as cart paths.

I am sure I have missed some. What's the difference between a consultant and a salesman? Such metaphysical subjects can be left for another time and place. Consul-

CONTINUED PAGE 22



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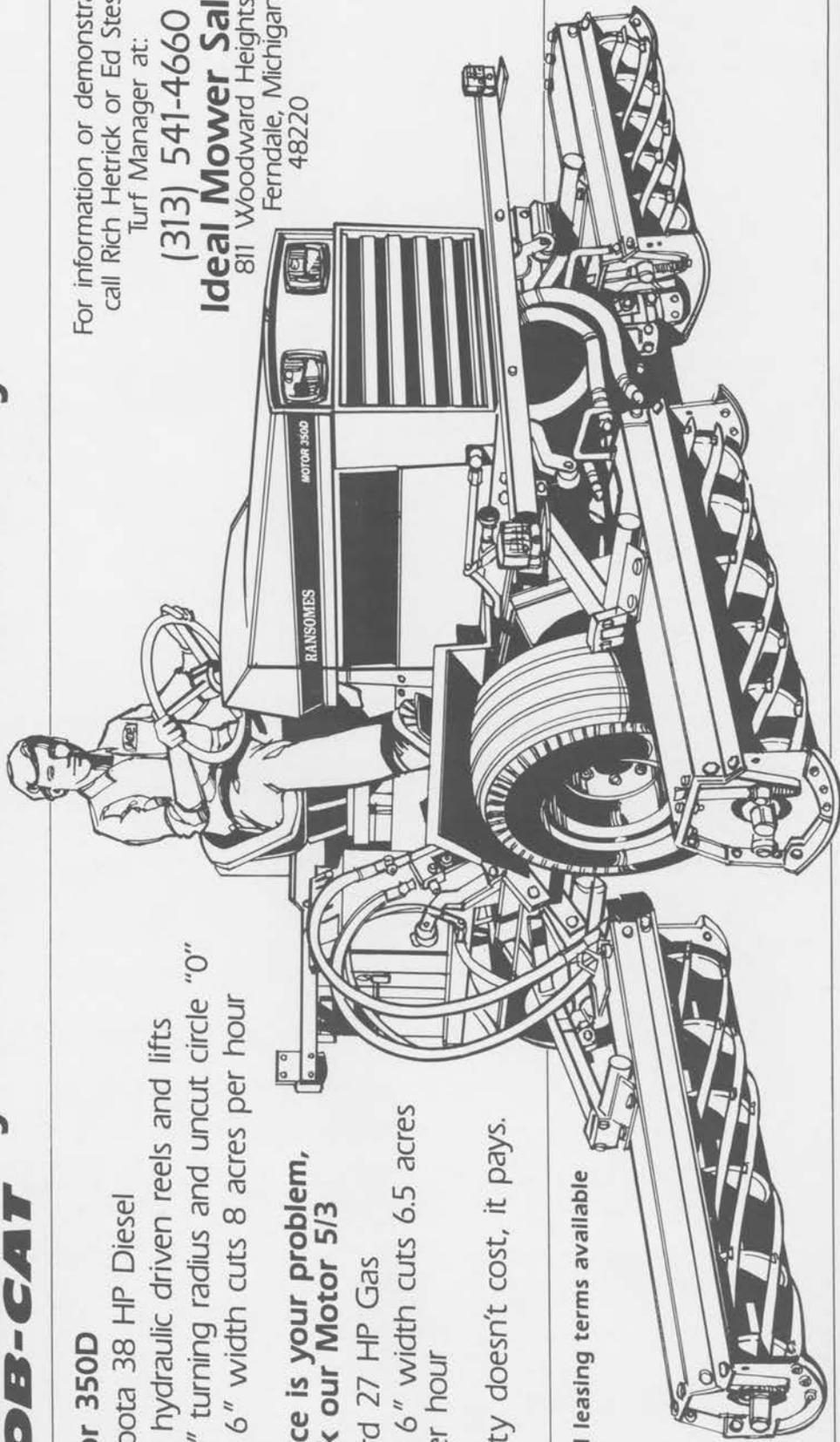
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## NEW BOARD MEMBER, CONT.

responsibility toward the surrounding human population when we apply anything to the crop or plant material.

GCSAA is attempting to become a clearing house for information concerning facts about how other states are dealing with water and pesticide legislation. The Committee is also trying to gain material on how each applied chapter can effectively inform and testify at local hearings. The theory behind this is to encourage proper legislation originally instead of trying to change legislation which is very hard to do. At the present time our industry does not know how many jobs and what kind of economic impact the golf industry has in each state. We are encouraging the Allied Golf Associations to identify the economic impact golf has in each state. Information of this type can have a very positive influence on our industry in many different ways.

Mr. James Hand, President of United States Golf Association has invited me to serve as a Committee member of the USGA Research Committee. As Chairman of GCSAA Research and Scholarship Committee, I have accepted and have attended the first meeting held in Atlanta, Georgia. Jim Prusa, Associate Executive Director, GCSAA, is a permanent member of this committee and President Baston also attended the meeting for one and one half days.

So far, GCSAA has expressed interest in supporting the USGA in its efforts to raise money for funding turf research. The goal of the USGA turf research project is to reduce water requirements and maintenance costs by 50 per cent through research within the next 10 years.

Objectives of the committee are to

- 1) Encourage turf researchers dealing with basic turf and scientific techniques.
- 2) Reduce duplication of research efforts.
- 3) Encourage young turf scientists to become leaders in research.
- 4) Fund projects for operations and personnel - it is not the intent of the committee to fund the purchase of equipment for research in projects or salaries.
- 5) Review all research in progress through semi-annual reports from researchers and annually visit each site and personally discuss each project in progress.
- 6) Return all income from any royalty gained from any associated developments to such research.
- 7) Develop and maintain a complete library of all turf information available with computer access to the information.
- 8) Carefully consider any and all research proposals fitting the basic objectives and goals of the Committee.

Projects which are or have been funded by the USGA are:

- Bermudagrass Breeding - University of Georgia
- Bentgrass Breeding - Penn State
- Bluegrass/Ryegrass Breeding - Rutgers
- Bentgrass Selection - University of Rhode Island
- Zoysiagrass Breeding - USDA
- Turfgrass Information File - Michigan State
- Soil Density Study - MSU
- Plant Stress Mechanisms - Texas A & M
- Heat Tolerant Bentgrass - Mississippi State
- Zoysiagrass Selections - USDA and Texas A & M
- Golf Shoe Study - U of California, Riverside

- Soil Compaction - Michigan State
- Poa Annuua Breeding - U of Minnesota
- Turfgrass Cultural Practices, Rooting - U of Nebraska
- Gaeumannomyces - Michigan State
- Buffalograss Breeding - U of Nebraska
- Tissue Culture, Bentgrass - Mississippi State
- Seeded Bermudagrass Breeding - New Mexico State
- Zoysiagrass Breeding - Texas A & M
- Salt Tolerance - Texas A & M
- Osmotic Adjust. in Bluegrass - Washington State
- Endomycorrhiza Fungi - Cornell
- Poa Annuua Management - Michigan State
- Spring Dead Spot Disease - N. Carolina State
- Bentgrass Breeding - Texas A & M
- Native Grass Breeding & Collection - Colorado State

For the stated research projects, large amounts of funding are required. The responsibility of insuring the monies granted is great. The Committee stresses the importance of the goals upon which it was conceived.

The potential impact our organization could have on this is extremely important. The USGA is not trying to compete for local turf research dollars which normally are raised for local turf problems. USGA is trying to solve basic problems effecting each and every turf group in America. Multi-Regional problems effecting large areas are major concern to us, the GCSAA. Our own research efforts in the past have been minimally effective in really solving basic problems. Local research dollars have been wasted by having research duplicated time after time because of poor communications and coordinated efforts on the part of researchers and enthusiastic groups. Throwing money at a problem is not an effective means of solving it.

GCSAA has an opportunity of being a catalyst for turf research. The key individual at the golf course, park or stadium who determines if a project is worthy of support is the superintendent. Ask any director of a club or park if they would be interested in supporting turf research. Your answer will probably be, "please talk to our superintendent and explain it to him - I really don't know too much about those things". When you speak to the superintendent, he thinks the club is supporting turf research or at least he knows they send money to the state university for something. Ask if they support USGA research and the club official will say "sure, we belong to the USGA, and we support it".

Most times people think they actually are supporting turf research, when in fact they are not supporting it at all.

As soon as the people realize the effort, reason and goals of the USGA turf research and understand they are not competing for local turf research dollars, they will enthusiastically support USGA turf research.

GCSAA can decide to serve a vital role within the turf community. We as a group are totally dependent upon turf as our livelihood. We must make a commitment and invest in our future. There can be no better way to gain stronger relationships and to gain success, than to work together in solving a mutual problem.

In an attempt to represent you, the GCSAA member, I have been kept very busy. There are many other committee chairman on the GCSAA Executive Committee and they are each representing you. There are many new programs being worked on which you will be hearing about. GCSAA is there to serve the members and the job is getting done.

## CHAIRMAN & THE COURSE, CONT.

tants have to sell so it's a question of degree. Let's say you know whom you want, the visit's purpose and the price. Now what's next? How do you plan for a consultant? Perhaps the most important question is communication between the green chairman and the superintendent so each person knows who will visit the club, when and why. If consultant retention is a line item to be presented to a finance committee, concurrence between the chief employee and the chief volunteer is essential. Recounting horror stories of poor communication is not necessary other than to say they happen all too often. Let's assume the superintendent and the green committee chairman have identified the employment of a consultant and the club hierarchy has approved it. Now what happens? Determining why a consultant should visit the course and what topics or areas should be covered is essential to getting the club's money's worth. Consultants complain that all too often the client really didn't know what he wanted. The result is wasted time and money.

Who should attend the visit? I mention this topic not to advocate a given roster, but rather to encourage communication through the proper channels in a timely manner. A good rule of thumb is more people should receive the consultant's report than the number in attendance for the visit.

How should the report be handled for follow-up and implementation? Which of the consultant's recommendations make sense? Which will fly? Which won't? Are there and so-called *outrageous proposals* which can be used to obtain action along similar lines? Who presents the report to the green committee or the Board - the green chairman or the superintendent? Who gets copies? What about follow-up with the consultant, assuming you wish a return visit? When and how often? What topics next time? Many clubs utilize a checklist for various types of professional visits, and this technique can be valuable in planning consultant activities at the club.

The use of commercial agronomists or golf course architects deserves special mention because of their increased costs. Expenditures can run in the tens of thousands of dollars and in that vein, keep the following factors in mind to save time and money -

1. Devise a request for proposal.
2. Draft a contract agreement.
3. Specify additional costs.
4. Establish a time line.
5. Require progress reports.
6. Avoid last-minute changes - they make fees rise quickly.
7. Control meeting time - time in money.
8. Cooperate to cut time and money - What work can the

club do?

9. Request a draft report - alerts committee.

10. Don't expect something for nothing - consultants are paid for time and ideas.

Consultants provide many services and it is not unusual for a club to employ more than one type of service. Many clubs for example, may be using the university extension, the USGA Green Section and a golf course architect all in the same year. Regardless of the type of consultant chosen, one will find good and bad in each. Don't write-off a given service because of a bad experience. Ask yourself what could have been done at the club level to maximize the consultant's services before canning the program.

Before developing a fortress attitude about consultants, let's look at the whole process from the consultant's point of view. They enter our facilities as strangers, at least for the first time. They must wear many hats. As a *visitor* the consultant has three things to do - Break the ice; Get the facts; Give advice. These three elements of the consultant's role are good benchmarks of his effectiveness. Keeping these three steps in mind can enhance the visit. Consultants are highly skilled observers and they will immediately sense hostility, apathy and lack of preparation regardless of how well the visitees hide their feelings. Consultants also have other roles

They are Troubleshooters, Specialists, Reporters (they see much at other courses that can help at yours), and Salesmen (they sense what is useful and palatable for the course. If they don't, they're not worth the money).

The quicker a consultant gets on the club's team, the more productive the relationship for the club and the advisor. The adverse relationship between outsider and insider is a fact of life. However, by careful selection, planning, communication and *follow-up* a consultant program can be a valuable factor in a club's overall maintenance scheme.

We began with a discussion of the Green Chairman-Superintendent relationship and moved on to a few hot buttons and items which required officer and employee collaboration. Remember, much good will exists in the game of golf. All that's necessary to underscore the fact is to view a replay of the Greg Norman - Fuzzy Zoeller playoff for the 1984 U.S. Open at Winged Foot Golf Club. A similar principle applies to the Green Chairman and the superintendent. Each wants the other to succeed. As far as golf course maintenance is concerned, the club's membership and leadership want the team to succeed. If we remember that positive factor and communicate effectively, how can we miss? Thanks for reading Chairmen and Superintendents. Good Luck. We golfers are behind you.



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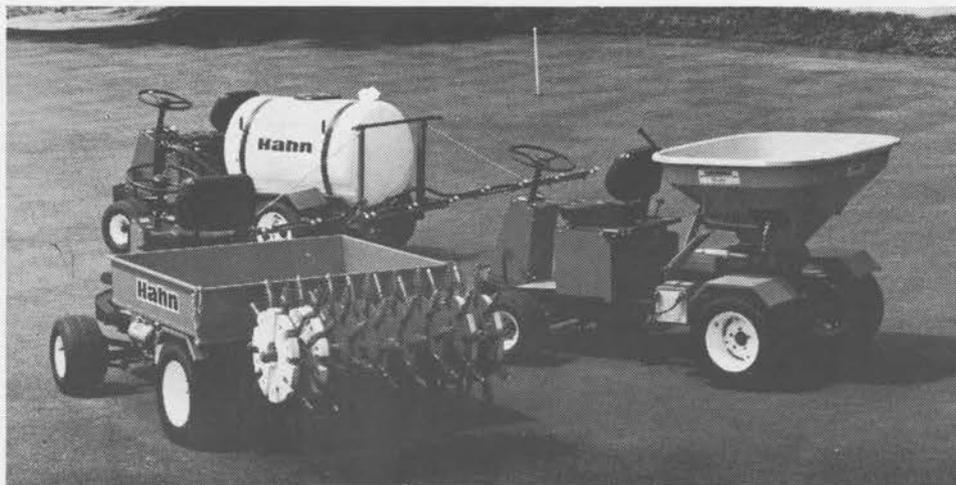
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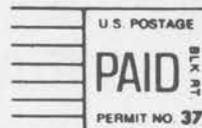
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