



MEETING NOTICE:

Place: Westchester Hills Country Club
 Lunch: Available in grill room—12 noon
 Golf:
 Cocktails: 6 P.M.
 Dinner: 7 P.M.
 Program: Dr. George Hudler—"Golf Course Tree Maintenance"
 Host: Mark Millett
 914-948-1942

Directions: From Northern Westchester: Take Hutchinson River Parkway to North Street exit (White Plains). At first light (Ridgeway) take left. Club is on the left about 1/2 mile.

From Southern Westchester: Take Hutchinson River Parkway to Mamaroneck Ave. exit (White Plains). Look for Ridgeway and club signs on your right. Take right at Ridgeway club is 1/4 mile on the right.

Please return cards promptly.

COMING EVENTS:

- May 23 MGA Seminar—Sleepy Hollow C.C.
- May 19 Bedford Golf and Tennis Club—Green Chairman—Superintendent Meeting
- June 23 Mt. Kisco C.C.—1st round Supt. Championship
- July Waccabuc
- August: Picnic
- September 23 Round Hill C.C.—Superintendents Invitational. (Note change) To qualify, a member must attend 2 meetings in 1977.
- October 11 Siwanoy C.C.—2nd round Supt. Championship
- November: Annual meeting
- December: Christmas Party

MGCSA NEWS:

It was a nice turnout for the March meeting. All committees gave brief reports at our business meeting which took just 35 minutes to complete. Here is a brief review of President Horton's Report of things happening in MGCSA:

1. Ted and Paul Caswell to audit Treasurer's books for his protection.
2. Vic Cedrone has been appointed Advisory Committee delegate to GCSAA.
3. Ted, Garry Crothers, Andy Androsko and Tony Grasso to work as a committee to look into the use of Mercury in New York.

4. Letter was sent to Cornell urging them to hire a Turfman.
5. Association looking into seeing if we can work with the Turf & Landscape people and be included in their annual show.
6. Association looking into bulk mailing possibility.
7. There was a recent ad in a local newspaper looking for a Golf Course Superintendent. Association answered it saying we were available to help in their search.
8. Goose problem?? Write to the Fish and Wildlife People and give your viewpoint.
9. MGA Seminar will be held May 11 at Sleepy Hollow C.C. PGA Seminar will be held April 11 at Westchester C.C.
10. MGA budget survey going out. We have asked to be co-sponsors of the survey.

Naturally Ted concluded the Program by winning the 50/50. The MGSCA portion of the 50/50 will go to the Research and Scholarship.

Well, it's hard to believe but March went down as the warmest March in history in many parts of the county, one of the wettest too. Things are budding out awfully soon. Let's hope we don't get a heavy frost. Winter injury seems to be confined to poorly drained areas or where play was allowed on too soon. One day of golf in the early Spring or thaw period can do more damage than the whole winter. Golfers get very impatient after being cooped in all winter. Just last month I mentioned several new maintenance buildings and now I understand there has been an addition and renovation at Westchester Hills. Herb Waterous has also renovated the old cart barn area by the club house. It's too bade there always has to be a change in position to get a new maintenance facility. Certainly the former Superintendent wanted a new building, probably twice as much. I wish irrigation systems burned. Maybe we would finally see more automatic irrigation systems in our area.

Please notify your Green Chairman now about the May meeting. We probably will also have a two man team golf event. This is the one time you and your Green Chairman and other Green Chairmen can really discuss mutual problems.

Garry N. Crothers

Membership. The following men have become members of MGCSA. We would like to welcome them.

- Richard McGuninnes, Class A, Woodmere C.C.
- Michael Tchir, Class A, Bruce Golf Club
- Herb Waterous, Class A, Scarsdale Golf Club





Editorial Staff

Garry Crothers
Ted Horton

Co-Editor
Co-Editor

OFFICERS

President: Edward C. Horton, Winged Foot Golf Club
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Office 914-279-7179, Home 914-279-7895

Treasurer: Robert Alonzi, Burning Tree C.C.
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Not copyrighted. If there is good here, we want to share it with all chapters – unless author states otherwise.

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Alex Praslick, Class B, Siwanoy G.C.
Peter DeRolo, Class B, Old Oaks C.C.
John Colt, Class C, Dolge Co.
Bill Closter, Class C, Closter Bros.

Vic Cedrone Membership Chairman introduced the following men seeking membership at the last meeting: Louis Toth, Skip Klimas, Gayle Losey, John Musto, Ron Gagne. If you know of any individuals who would like to become members of MGCSA, please contact Vic Cedrone or Ted Horton. A prospective member should attend two meetings before applying for membership. This is required by the By-Laws as follows:

Article IV

Application and Admission to Membership

Section 1

Every applicant for class A, class B or class C membership shall present an application in writing on forms provided by this corporation. All applications shall be signed by the applicant, and that applicant shall be endorsed for membership, upon said application, by at least two (2) regular members in good standing. Each applicant shall have been present at at least two social meetings prior to the

consideration of his application for membership. No non-member may attend more than three social meetings within the period of one year, and must be invited and accompanied by a regular member in good standing. A social meeting shall be defined as any time other than when the formal business of the association is transacted, during the course of a regular or special meeting of the corporation.

Section 2

Membership applications shall be reviewed and decided by the Membership Committee who shall report to the Board of Directors.

Section 3

Any member who at any time shall change his status of employment shall have his membership reviewed by the Membership Committee who shall report to the Board of Directors for possible reclassification. Applications for reclassification shall receive priority over new applications.

Article V

Dues, Assessments and Suspension for Non-Payment

Section 1

The annual membership dues shall be the sum fixed at the annual meeting of this corporation as approved by a majority of the class A members present at such meeting. Such dues shall be payable annually in advance on the first regular meeting date following the election of officers.

Section 2

Assessments shall be made only for actual needs and then only upon affirmative vote of at least 75% of those members eligible to vote at any regular meeting, provided however that the membership shall have 15 days notice that a proposed assessment is on the meeting agenda. Such assessments may not be levied.

GEESE

We have been informed that you are able to apply for a "General Purpose Permit To Harass Nuisance Geese" by contacting Mr. Jim Forbes, Agent in Charge, Fish & Wildlife Service, 518-472-6492.



Home & Garden Show, Westchester County Center, April 2-3. Jim and Bridgette Kaczenski at the MGCSA Booth.

Metropolitan Golf Course Superintendents Assoc.
 Mr. Edward C. Horton, President
 Winged Foot Golf Club
 Fenimore Road
 Mamaroneck, N.Y. 10543

Dear Mr. Horton:

The pesticides listed below are up for Rebuttable Presumption Against Registration by the E.P.A. The issuance of Rebuttable Presumption Against Registration is the first step in determining if a product warrants keeping on the market. These products have been selected because they **may** be too dangerous for continued use.

The EPA has requested that anyone who has need for these pesticides and would like to offer testimony on their behalf should write his comments to:

Mr. Johnson, Office of Pesticide Programs, EPA
 Registration Division, WM-567
 Washington, D.C. 20460

We of the USGA Green Section has written the EPA, expressing our concern over the fate of these chemicals which are so important in the control of many of the common turfgrass pests. We urge you, as President of your association, to write a letter to the EPA emphasizing the essential role these pesticides play in turf management programs throughout your region. It is up to all of us to express our views in this matter, and try to safeguard the tools which have become so important to our industry.

This is a partial list of pesticides under study by the EPA for possible withdrawal from the market:

Cadmium	Trichlorform (Dylox)	Carbaryl (Sevin)
Arsenicals	Maleic Hydrazide	EBDC (Maneb & Zineb)
Paraquat	Benomyl	2, 4, 5 - T

Thank you for your cooperation in this matter.

Sincerely,
 James T. Snow
 Agronomist

United States Golf Association Green Section

**Metropolitan Golf Course Superintendents Association
 Research Fund Report, Spring 1977**

We have already sent out the Statements for 1977. We would like all clubs to continue their support of this Hyperodes Weevil Project. We do hope that this year more Superintendents contribute to the Fund. As you know the Metropolitan Golf Course Superintendents Association is committed to a yearly contribution of \$8,000 to \$10,000 for the next two years to complete this Program. To date the following clubs have contributed in 1977:

- The Ardsley Country Club
- Bedford Golf and Tennis Club
- Blind Brook Club
- Brae Burn Country Club
- Fenway Country Club
- Quaker Ridge Country Club
- Piping Rock Club
- Rockland Country Club
- Sleepy Hollow Country Club
- Waccabuc Country Club
- Wee Burn Country Club
- Winged Foot Golf Club

Contributing Individuals and Commercial Concerns:

Robert Tosh

Please check to see how your club is acting on this important matter.

Individuals or commercial firms who wish to contribute may do so by making a check out to MGCSA Research Committee, Box 37, Rye, New York 10580.

Research Committee

- Garry N. Crothers, Chairman, Apawamis
- Sherwood Moore, Woodway
- Charles Martineau, Whippoorwill
- Edward C. Horton, Winged Foot Golf Club
- Dr. A.V. Virtuoso, Whippoorwill
- Roger J. King, Quaker Ridge

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TURF BIBLIOGRAPHY AVAILABLE

A bibliography of turfgrass literature from 1672 to 1972 has been completed and is now available. It was compiled and edited by James B. Beard, Harriet J. Beard, and David P. Martin. For the first time, the turfgrass literature has been assembled in an organized reference format in one single publication. The **Turfgrass Bibliography** contains more than 16,000 references listed alphabetically on an author basis. These references are then cross listed in a subject index containing more than 40,000 entries. Included are scientific, semitechnical, and popular writings covering all phases of turfgrass science, culture, and management.

A limited edition of 1,500 copies has been published by the Michigan State University Press, a nonprofit organization. Financial assistance in publishing the book was given by the O.J. Noer Research Foundation, United States Golf Association Green Section Research and Education Fund, The Michigan Golf Association, and The Michigan Seniors Golf Association. Turfgrass professionals interested in purchasing a copy should contact Lyle Blair; Michigan State University Press; Harrison Road; East Lansing, MI 48824. Advance orders are being taken now.

The bibliography was compiled over a 10 year period while the senior author was writing the textbook **Turfgrass: Science and Culture**. It should be a valuable reference source for scholars of turfgrass culture, adult extension workers, students of turfgrass culture and management, and practicing professional turfmen involved in the preparation of articles and talks concerning turfgrass culture and management.

THE INDISPENSABLE MAN

Sometime when your're feeling important
Sometime when your ego's in bloom
Sometime when you take it for granted
You're the best qualified in the room;
Sometime when you feel that your going
Would leave an unfillable hole,
Just follow these simple instructions
And see how they humble your soul.

Take a bucket and fill it with water,
Put your hand in it up to the wrist,
Pull it out, and the hole that's remaining
Is a measure of how you'll be missed.
You can splash all you wish when you enter
You may stir up the water galore;
But stop, and you'll find that in no time
It looks quite the same as before.

The moral in this quaint example
Is do just the best that you can:
Be proud of yourself, but remember
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Welfare: Please contact Gene Grady if you hear of any member who has a illness, accident, etc., 203-531-8179 or 531-7306.

We hope that Jack Ormond, life member is recovering from his recent illness. A card was sent to him signed by all members at the last meeting. We are happy to report that Mel Lucas Sr. is now out of the hospital and getting back to normal.

**RESULTS OF 1976
DUTCH ELM DISEASE
PROGRAM INCONCLUSIVE**

The Department of Environmental Conservation Dutch Elm Disease control program has as its objective the preservation of specimen elms on certain state lands at a cost below what would otherwise be incurred for elm removal and replacement trees in the absence of the program. Since DED controls were begun in the spring of 1976, it is too early to determine the fate of treated elms. However program managers can determine if the DED control is working by evaluating the crown status changes, as reported in table 1. Crown condition is used as an early indicator of DED control program success. Elm crown photographs, taken in 1976, will be compared with crown symptoms in 1977 to determine changes.

Table 1. Elm crown conditions before and after Lignasan BLP treatments, and comparisons of Lignasan BLP treated elms to untreated elms at the Saratoga Spa State Park.

Crown wilt Symptoms	Number of Elms			
	Lignasan BLP		Untreated	
	June	Sept.	June	Sept.
More than 10%	7	10	1	5
1 to 10%	3	7	3	7
None	15	8	14	6

It is apparent that DED crown symptoms increased in both treated and untreated groups during the summer. It will be

this time next year after the 1977 treatment before it is possible to determine the success of the project. If a higher survival rate is found in treated elms, the cost effectiveness of the program can be judged.

Date on the status of the bureau's DED control program at Crown Point Reservation showed the following results:

1. Three of nineteen DED infected elms, receiving methoxychlor and Lignasan BLP treatments, died or are scheduled for removal.
2. Twenty of twenty DED infected elms receiving no treatments died or are scheduled for removal.
3. Twenty-four of twenty-four elms free of DED and receiving methoxychlor and Lignasan BLP treatments, for preventative purposes, did not show any new symptoms of the disease.

Results of this year's DED control work at the two state properties are not directly comparable. At Saratoga Spa State Park, Lignasan BLP treatments appeared not to protect some elms from new infections; whereas, Lignasan BLP appeared to give complete protection to elms at Crown Point. DED control appeared generally superior at Crown Point than at Saratoga Spa State Park. A more definitive answer to the question of whether the bureau's DED control program is effective will be possible next year, since DED symptoms will be more advanced and therefore, more measurable.

Advances in operational phases of DED control have resulted in the following findings:

1. Elms with more than 10 percent crown infections do not generally take up the recommended amounts of Lignasan BLP by trunk or root-flare injections.
2. The cost of DED control using Lignasan BLP, methoxychlor and vapam treatments average about \$41 per elm. The above figure includes labor costs, which were greatly reduced by using gasoline powered equipment to drill holes and to pump the fungicide into the trees.

Source: New York Forest Pest Report
Vol. 76 No. 55 and 56



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ON A PERSONAL BASIS: MOTIVATION—PART OF MANAGING A CREW

One of the golf course superintendent's main jobs is to get his crew to do what he wants, when he wants, the way he wants, and to have them want to do it.

For that, he needs the respect of the crew and the authority to direct them. He has the authority because he is the superintendent, but for him to be effective, the crew must accept his authority and allow him to use it over them—something they won't do unless they respect him. So the essential ingredients for good management, respect and authority, must be given voluntarily by those to be managed.

Getting respect and authority from a crew takes deliberate effort, careful thought and effective actions, but most of all it takes motivation.

Satisfaction is the biggest motivator. All people, not just golf course crew members, have certain needs, and if they can be satisfied, morale will rise and the crew will perform better. And individual's needs include: to do a good job, to receive individual recognition, to advanced, to feel balance and order, and to belong.

Set An Example

People naturally want to do a good job. The fact that they may be doing a lousy job now doesn't mean they like it that way. It's up to the superintendent to help them do their best. The example he sets is probably the most effective way to show the crew that doing a good job counts. Attitudes are contagious, and the superintendent's attitudes are reflected in those of his crew.

For instance, the superintendent can set a standard of excellence by always doing his work correctly. If employees see the superintendent use a pesticide without measuring or reading the label, they'll do it too. If a superintendent slides through a training session with little attention to detail or the feelings of his trainees, the crew also will pay little attention to details or the feelings of others. Even the smallest things, like being obviously glad to come to work in the morning, will rub off on the crew. Never underestimate the power of personal example.

Give Recognition

Another thing people require is genuine recognition for individual effort and contribution. They want to be assured

that the superintendent knows when they have done a job well; they want their work to be appreciated. Recognition doesn't have to be a certificate or a direct compliment. The simple statement that John is a fine irrigation man may be reward enough, as long as it's deserved and honestly given.

When something has gone wrong, it is valuable to criticize only the job, not the person. A superintendent may say, for example, "John, you normally do a fine job of syringing the greens, but this afternoon some of the low spots were very wet. I think they need more attention." That tells John that he's all right—he does a fine job of syringing—but it also lets him know that the job he did was not satisfactory.

Provide Advancement

Crew members have a desire to better themselves, to advance, to achieve personal goals. If the superintendent listens—really listens—when talking with them, he can tell what those goals are. He then can create an opportunity for crew members to meet their goals and advanced in the organization. Advancement doesn't have to be a promotion; it could also be education, letting crew members who want to take on extra duties do so, and encouraging innovations and ideas.

Part of helping crew members progress and improve is inherent in personal managerial organization and style. If it's rigid, there isn't room for the crew to move or be creative. People need room to breathe, to expand. A superintendent can demonstrate an open organization by providing flexibility and diversity in work assignments, and by not being hung up on too many written rules and procedures. Flexibility encourages the crew to expand to their fullest, and when they feel fulfilled they will do a better job.

Keep Balance, Order

Another thing people need is to feel a sense of social balance and order, which can be provided by fair job assignments and promotions. If one person never gets the dirty work and another always does, more than the one who gets the dirty work will be unhappy and unmotivated. Everyone on the crew will judge the superintendent to be unfair, and they will not do their best, fearful that they might be the next victims.

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whose working lives are affected will be less upset if they understand ahead of time why and how the changes will be made. Radical changes without explanation generate fear—fear of the unknown. Everyone wonders if his job is to change or be terminated and fantasies and fears can run rampant, taking energy and motivation from the crew and decreasing their accomplishments.

Make Them Members

Finally, crew members need to feel that they are part of the group, that they belong and are wanted. These feelings involve pride, self-satisfaction and personal reputation. The wise superintendent tries to help each employee build a good self-image, because self-image is a prime motivator; it is even more important than pay, for although adequate pay is important, money can't change the way a person feels about himself or his position, and feelings determine how the job gets done.

The good superintendent can create a climate in which his crew will be motivated and gain their willing cooperation by consciously satisfying as many of their basic human needs as possible: the need to do a good job, the need for individual recognition, the need to advance, the need for balance and order, and the need to belong. In addition, it is well to remember that what motivates the superintendent may not motivate the crew. Sensitivity to **their** needs, respect for those needs and satisfaction of them, will help build highly motivated people who do the good job they really want to do.

Credit: FOREFRONT July, 1976



At the March meeting, Program Speaker Stan Zontek, Director NE USGA Green Section.

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UNITED STATES GOLF ASSOCIATION
GREEN SECTION

By Al Radko

Much has been written and/or anticipated about course conditioning for a USGA Championship. Course conditioning is the prime concern of the Green Section's eight agronomists who cover the entire country and work with golf clubs and all aspects of fine turfgrass management. When a course is selected for a USGA event, the Green Section Regional Director in that area is immediately notified. This normally is two years in advance of the tournament date. From that time on, visits are arranged with the Tournament Chairman, the Chairman of the Green Committee, and the Golf Course Superintendent. During the course of the two years, several on the site visits are made and close contact is kept with the course superintendent by phone or by mail in order to devise the very best program possible for the National Championship for that specific course.

Every visit to a golf course is a stimulating experience. It is a study in techniques and management that are intricate and exacting and no two superintendents' programs are exactly alike. Therefore, it is a very delicate thing to make recommendations of any kind without considering the long term effects on the total program, on the course and upon the grasses involved. Most people know generally what the requirements for tournament play involve—close-cropped grasses throughout except in non-target areas; greens that are fast and firm, meticulously groomed tees and fairways. Before making any recommendations, however, a thorough study of the course is first made. This includes a thorough discussion with the superintendent about all conditions observed during inspection of the course and his total management program. Once this is completed, then recommendations are discussed and the championship direction is decided upon with all agronomic considerations involved. After all, when the tournament is over, the course should be returned to the

membership in as good or in better condition than it was before the championship was scheduled. Please note: THE GREEN SECTION AGRONOMISTS MAKE RECOMMENDATIONS, they don't dictate the terms of management changes! For example, "Do you think you could safely condition greens to reduce the height of cut 1/32 to the area of 5/32 inch?" "Would you double-cut greens beginning with the practice round and throughout the tournament?" "Could you reduce the height of cut on fairways 1/8 to 1/4 inch during the entire competition?" "Would you contour this fairway slightly?" "Would you change your fertilizer program or water management program to insure firmer and tighter playing conditions?" It is a "give and take" process to assure that nothing is done that will cause the slightest turf injury.

Most courses today are beautifully groomed so the changes involved are very slight and subtle differences from the norm. Surprisingly, many of the changes are retained because once a championship is played on a course, golfers remember every stroke and want to test their skills against the performance of favorite contestants. "Let me see now, Arnie drove the ball here . . . hah! I'm only 10 yards behind him . . . not bad for a once a week golfer, eh!" That drive is conversational fodder for father for a long time thereafter! Of course, no mention is made that "Pops" played the white tees!

This article is designed to let you know what to expect should your club be selected to entertain a USGA Championship. It's a fun and learning experience for everyone involved. We of the Green Section staff always look forward to the challenge with anticipation, to the pleasure of working out intricate management problems on the site with the golf course superintendent, and to making friends with new people in this great game of golf.

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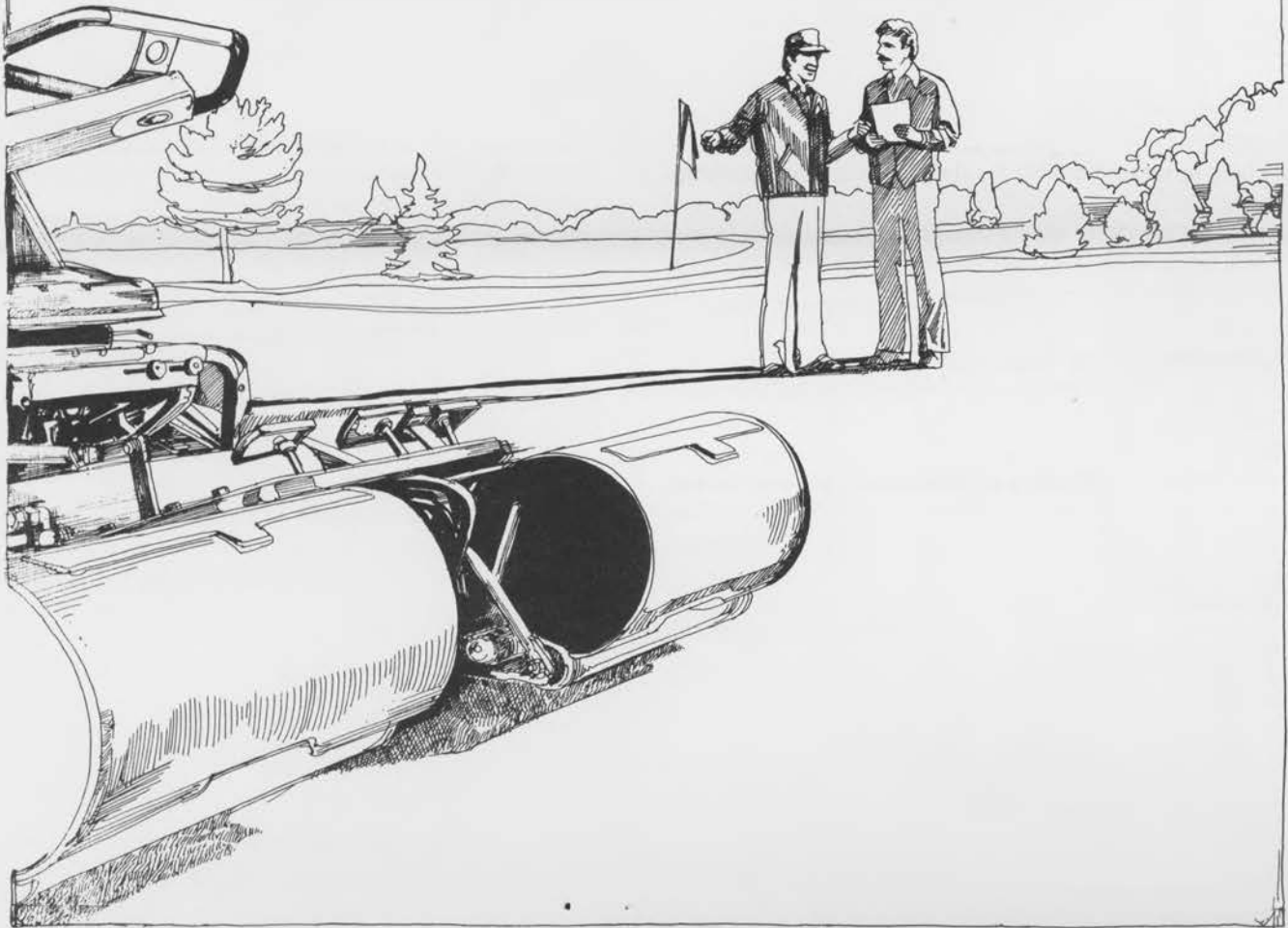


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