



# TEE TO GREEN

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Superintendents Association



SEPA  
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## President's Message

### Spring Update on MetGCSA Activities

I'd like to begin this President's Message by welcoming everyone to the start of an all-new season. Winter and, so far, the spring have been exceptionally mild. We're entering into the season a lot sooner—and with a lot less stress—than last year. Let's hope it continues. After all, we're due for a good one.

Many people are starting off the season in a new position. We listed 10 "Members on the Move" in the last issue of *Tee to Green*. In this issue, there are 11 others (see page 3), with still more on the way.

Good luck to all who have made a move to better themselves, both financially and professionally. I wish you every success.

I'd also like to welcome our new members—several of whom are listed on page 3—and several superintendents, who aren't Met members yet but *are* new to the New York/New Jersey area. They are Bob Miller of the yet-to-be-completed Country Club of Purchase; Len Berg who has come from Chicago to Canoe Brook Country Club in Summit, NJ; and Lew Quick, who has been hired by Anglebrook Country Club in Somers, NY, in time to see this course through the planning and construction phases. Welcome and good luck to all of you. (continued on page 2)

## Special Feature

### Modern Golf Course Maintenance: Are We Doing More Harm Than Good?

URI's Dr. C. Richard Skogley, Professor Emeritus of Plant Sciences, Makes a Strong Case for Returning to a Grass Roots Approach to Golf Course Maintenance

During my nearly 40 years as a turfgrass agronomist, I have seen radical changes in golf course maintenance methods, and many of the changes, in my opinion, have not been good agronomics. I am convinced, as I continue to visit golf courses and talk with superintendents and golfers, that we have lost our perspective about the game of golf and the turf conditions necessary to play the game.

I'm also convinced that somewhere in our quest for perfection—for faster greens and greener, blemish-free tees and fairways—we've unwittingly created a host of new maintenance challenges and, worse, hard-to-conquer turfgrass ills.

To me, the solution is simple: We must back off from our current levels of maintenance. For superintendents whose practices are frequently—though not always (see page 4)—driven by their members' expectations, this suggestion is probably tough to swallow and even harder to imagine selling to a membership.

To aid your communications, I've put down a few of my thoughts on our current maintenance practices—and their consequences. If nothing else, I hope they'll help you put things in perspective for members whose demands for perfection, in the end, will cause the golf course more harm than good.

#### Grass Growing Made Difficult

During the first half of the century—before fairway irrigation and large golf course maintenance budgets—colonial, creeping, and velvet bentgrasses and fine fescues were our primary species—

not poa annua. They persisted with few problems and for good reason: These are the grasses that grow naturally in the acidic, infertile, light-textured soils of the Northeast. And because golf courses applied minimal (continued on page 4)

## Also in This Issue

- ② Fund Established for Leslie Family
- ③ National Tourney Notables and Other Member News
- ④ Sherwood Moore's Surprising Perspective on Who's Really Responsible for Today's Demand for Perfection
- ⑥ Season Kicks Off With a Day at the Bay
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- ⑩ Are You a Crisis Manager?
- ⑪ Handy Clip-and-Save Sheet With Dates—and Names—to Remember



## Spring Update on MetGCSA Activities

### New IRS Status

The IRS has finally approved our association's long-awaited status as a non-profit organization. We are now officially known as "MetGCSA."

Though you won't see any change in the way the association operates, we'll gain a tremendous tax advantage, because our scholarship and research fund—and similar earnings—will no longer be considered taxable income.

### Committees Hard at Work

All our monthly meeting sites have been finalized. The November Business Meeting, which as of last issue was still to-be-announced, is now scheduled for November 14 at Wee Burn Country Club in Darien, CT. We've even lined up all our speakers—and though we're still fine-tuning the program specifics for our 1996 Winter Seminar, we've set the date. It will be January 10. And we can't forget our Professional Turfgrass Field Day, which the committee has planned for October 17, again at Westchester Country Club.

On the social calendar, we're scheduled for another poolside Summer Social

at Fairview. That's August 2. Tony Grasso is exploring several options for our annual Family Picnic; we'll keep you posted. And as you may know from the schedule published last month, we'll be celebrating the holidays early this year: The Christmas Party is planned for December 2 at Metropolis.

The Board of Directors, along with all their committee members, have worked very hard to provide the membership with a full slate of events this season. Many thanks to all of you serving on the board and in the committees, and special thanks to those members who volunteered their club for our events.

### Give 'Em a Hand

Congratulations also to the *Tee to Green* staff for producing a newsletter that ranked runner-up in Category #1 (see page 10) of the GCSAA's recent Chapter Publications Contest. We should all be proud to have a publication that's recognized as one of the country's best.

JOE ALONZI, CGCS  
President

### Notable Notes

## MetGCSA Loses Member to New Jersey Shooting

Sadly for Bob Leslie, his family—and all who knew him in the MetGCSA—Bob happened to be in a Montclair, NJ, post office when a thief decided to gun down him and four others.

If you knew Bob Leslie, you were fortunate. Bob was a hardworking, yet casual sales/technical rep for W.A. Cleary Chemical Corp. of Dayton, NJ.

Apawamis Superintendent Jeff Scott summed Bob up best, calling him "a regular guy. I had the pleasure of get-

ting to know him last fall when we played golf at Shinnecock Hills in the eastern end of Long Island," says Scott. "I truly enjoyed his company."

Like all manufacturer's reps, Bob promoted his products for large usage, but he didn't wear out his welcome by overselling. That's one of the many things about Bob that made him special. He knew his stuff, enjoyed his job, and conveyed this to his customers.

We will miss you, Bob. May you rest in peace.

*By now, you've all received a letter requesting that you contribute to a fund established to aid the Leslies and help support the college educations of Bob's young daughters: Jennifer, 3, and Christine, 10 months. Again, we urge you to be as generous as possible. Please send all checks to the MetGCSA/Bob Leslie Fund, 49 Knollwood Road, Elmsford, NY 10523-2819.*

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# Met Golfers Storm Leader Board in Monterey

**A**fter several years of inclement weather, we were blessed with sunny skies and 80-degree temps for this year's GCSAA Golf Championship on California's beautiful Monterey peninsula.

The Met was proudly represented, with the following competitors posting winning scores:

Placing second in the **Net Division of the Frank Lamphier Team Competition** were MetGCSA Team #3 members:

- **Tim Powers** of Pound Ridge Golf Club, Pound Ridge, NY
- **Tim O'Neill** of Country Club of Darien, Darien, CT
- **Steve Renzetti** of Wykagyl Country Club, New Rochelle, NY
- **Rick Schock** of Wee Burn Country Club, Darien, CT

Placing Third in the **Net Division**, were New Jersey GCSA Team #1 members,

most of whom are also MetGCSA members:

- **James McNally** of Greenrock Corp., North Tarrytown, NY
- **Wayne Remo** of Rock Spring Club, West Orange, NJ
- **Ed Walsh** of Essex County Country Club, West Orange, NJ
- **Mark Antonaccio** (NJ member)

In the **Championship Flight, Division B**, **John Carlone** of Middle Bay Country Club, Oceanside, NY, placed third.

In the **First Flight (5.8-7.8) category**, **Scott Niven** of The Stanwich Club, Greenwich, CT, won sixth place net.

In the **Second Flight (7.9-10.0) category**:

- **Larry Pakkala** of Woodway Country Club, Darien, CT, won fifth place gross
- **Les Kennedy** of Country Club of Waterbury, Waterbury, CT, won fifth place net

In the **Third Flight (10.1-12.7) category**, **Ed Walsh** won second place gross.

In the **Fourth Flight (12.8-16.5) category**:

- **Dennis Flynn** of Brae Burn Country Club, Purchase, NY, won first place gross
- **Tim Powers** of Pound Ridge Golf Club, Pound Ridge, NY, won first place net
- **Steve Renzetti** won seventh place net

In the **Fifth Flight (16.6-22.0) category**:

- **Scott Stark** of Fenway Golf Club, Scarsdale, NY, won third place net

In the **Senior II (57-64 years) category**:

- **Frank Lamphier** of Aspectuck Valley Country Club, Weston, CT, won third place gross

Congratulations to one and all!

## New Members

**Mike Dukette**, Class CS, Pro-Lawn Products, Inc., Stafford Springs, CT

**Mike Marino**, Class B, Willow Ridge Country Club, Harrison, NY

**Dave Pijnenburg**, Class C, Greenacres Corp., West Redding, CT

**Scott Spiewak**, Class B, Siwanoy Country Club, Bronxville, NY

**Patrick M. Walker**, Class AS, Angels Trace Golf Links, Sunset Beach, NC

## Members on the Move

**Larry Dodge** is the new superintendent at Oak Lane Country Club, Woodbridge, CT. Previous position: Superintendent, Essex Fells Country Club, Essex Fells, NJ.

**Scott Ferguson** is the new superintendent at Mahopac Golf Club, Mahopac, NY. Previous position: Assistant superintendent, Brae Burn Country Club, Purchase, NY.

**Gina Gatto** is a new crew member at Winged Foot Golf Club, Mamaroneck, NY. Previous position: Superintendent, Fallsview Resort & Hotel, Ellenville, NY.

**Tony Girardi** is the new superintendent at Rockrimmon Country Club, Stamford, CT. Previous position: Assistant superintendent, Woodway Country Club, Darien, CT.

**Les Kennedy** is the new superintendent at Country Club of Waterbury, Waterbury, CT. Previous position: Superintendent, Oak Lane Country Club, Woodbridge, CT.

**Jim Medeiros** is the new superintendent at Wannamoisett Country Club, Rumford, RI. Previous position: Superintendent, Golf Club of Avon, Avon, CT.

**Mike Miner** is the new superintendent at Montammy Golf Club, Alpine, NJ. Previous position: Superintendent, Connecticut Golf Club, Easton, CT.

**Dave Polidor** is the new assistant superintendent at St. Andrew's Country

Club, Hastings-on-Hudson, NY. Previous position: Assistant superintendent, Lakeover National Golf Club, Bedford Hills, NY.

**John Ruzsbatzky** is the new superintendent at Country Club of Farmington, Farmington, CT. Previous position: Superintendent, Suburban Golf Club, Union, NJ.

**Gregg Stanley** is the new superintendent at Hudson National Golf Club, Croton-on-Hudson, NY. Previous position: Superintendent, Rockrimmon Country Club, Stamford, CT.

**Bob Zaletsky** is the new assistant superintendent at Burning Tree Country Club, Greenwich, CT. Previous position: Second assistant, Greenwich Country Club, Greenwich, CT.

## Birth

Congratulations to newly hired St. Andrew's Assistant Superintendent **Dave Polidor** and his wife, Carolyn, on the birth of their son, Nicholas Flynn, on January 26.



## Modern Golf Course Maintenance

quantities of lime, fertilizer, and water, these grasses thrived.

All grasses perform best—and build healthier root systems—when soils are moist but not wet. Other, equally critical factors to the health of turf—particularly on greens—is mowing less frequently and at greater heights of cut. Up until the '70s, greens were maintained at a more realistic  $\frac{1}{4}$ "—and mowed no more than every other day.

Since the introduction of thinner bedknives, greens have been scalped below  $\frac{1}{8}$ " and mowed daily, which

continuously wounds the plant and, just as bad, adds to root-damaging soil compaction. These practices stress even our improved bentgrass varieties.

The end result: higher expenses for maintenance of weaker turf that's more susceptible to disease.

### Soil Mismanagement

Soil management is another area where I think we fail. A good soil is dynamic—with a vast host of microorganisms present. Most of these organisms are valuable, playing a key role in organic

## Who's Really Responsible for Today's Demand for Perfection?

*Renowned—and Now-Retired—Superintendent Sherwood A. Moore Explains Why TV Golf May Not Be Entirely to Blame for Golfers' Escalating Expectations*

In many of my talks and in a few articles I've written, I've admitted to something few of you out there will want to hear: It's that superintendents, themselves, may have actually contributed to today's demand for picture-perfect conditions.

I speak from experience. I'm one of them.

While at Winged Foot 35 years ago, we started mowing tees with walk-behind greens mowers—without the request of members or golfers.

Back in the early '50s, I, along with only a few others in the country, began spraying fairways for disease control.

Once golfers got a taste of these practices, they expected—then demanded—them.

The same goes for automatic irrigation systems. First, we were happy with green and tee irrigation; then after World War II, fairway irrigation was a must. Today, most courses in the Met area have irrigated roughs. And if they don't, superintendents are lobbying hard for them. Elaborate irrigation systems have become status symbols—for the superintendent *and* the member—who, in the scramble to keep up with the "Jones's," strive for golf courses that can be kept wall-to-wall green, year-round.

Ironically, competing demands on our water supply may soon bring us back to where we started, with limited areas irrigated. And many of our elaborate irrigation systems will be little more than buried dollars doing no one any good. (But that's another story.)

Still another area where we, superintendents, may have helped lead golfers' expectations astray is with green speed. Again, this has turned into a competition among superintendents and then members to achieve the fastest greens on the block—or even in the country—all at the expense of quality turfgrass.

One of the most positive changes to come down the pike is the breeding of turfgrasses that, among other things, are drought-, insect-, and disease-resistant. But let's make sure we manage these properly and not go, as the late Professor Dickinson would say, "beyond the range or limits of tolerance."

There's no doubt that superintendents, as well as golfing members, should become more tolerant to imperfections. Maybe then we can return to good turf management—that doesn't rely on so many chemicals and artificial soil mixes with all of the amendments needed.

SHERWOOD A. MOORE, CGCS

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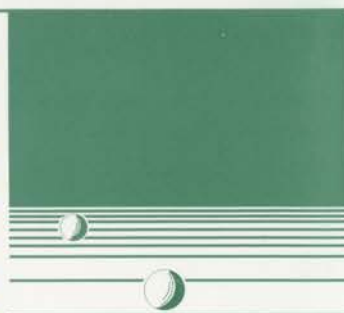
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matter decomposition, nutrient availability, moisture relationships, and last but certainly not least, disease suppression.

Until recent years, our greens were constructed of soil, possibly modified with sand and organic matter. These greens were "composted"—not "top-dressed"—once or twice a year, usually following aerification. Composts were usually prepared on each course; some were prepared commercially. Applying this composted material no doubt rejuvenated the flora and fauna of the soil, keeping our soils alive—and well.

Today, we topdress with sterile sand—even build greens with sand. I can't picture a dynamic, complete soil environment under these conditions. I also can't help but feel that this new, less healthy soil environment has contributed to the increased incidence of a host of soil-born diseases—i.e., root diseases, such as *Pythium*—that were once rare.

To combat these diseases, we apply fungicides that are efficacious in the soil. But they're probably equally effective in doing away with the soil's desirable

microorganisms. So we have to ask ourselves: Are we creating an imbalance that is only compounding our problems?

#### Getting Back to Basics

All management practices are interrelated. If one practice isn't sound—whether it's mowing, fertilizing, liming, aerifying, topdressing, rolling, watering, or chemical applications—it eventually diminishes the positive effect of all others.

It is my firm belief that to reduce our ever-increasing problems, we must adopt a more grass roots approach to golf course maintenance, focusing not on achieving picture-perfect turf, but rather on meeting the optimum requirements of our hardiest grasses. That means:

- Maintaining low to medium fertility and soil pH, which allows the hardier native grasses to thrive over the less desirable *poa annua*
- Keeping the soil on the dry side, when possible, to encourage the growth of a deeper root system and, ultimately, a healthier grass plant

- Reducing the use of fungicides, which might alter the quantity of soil microorganisms, by making curative, not preventive applications

- Composting rather than topdressing to replenish the soil's microorganisms
- Avoiding early spring fertilization and limiting summer rates, which has the advantage of suppressing *poa annua*

Golfers can—and will—continue to enjoy the game of golf with less than wall-to-wall-green perfection. After all there was a time, not all that long ago, when that was the norm, not the exception.

I'm not suggesting we go back to golf's beginnings in Scotland, where courses relied solely on Mother Nature to determine the conditions. But we should be striving to achieve a middle ground, one that will aid us in returning our courses to a more natural, environmentally friendly—and consequently, healthy—state.

DR. C. RICHARD SKOGLEY  
Professor Emeritus, Plant Sciences  
University of Rhode Island

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## Met Golf Season Kicks Off With a Day at the Bay

**T**he 1995 season kicked off April 27 with the Met's first-ever Softspikes meeting held at the windswept Middle Bay Country Club in Oceanside, NY.

According to our host, John Carlone, there are 35 clubs in the country that have banned metal spikes. "I feel it makes sense that we, as superintendents, try an outing with Softspikes so we all can experience the pros—and cons, if there are any. I've played my last 20 rounds of golf—since September of last year—with spikeless shoes with no big change in my game. The Met Tournament Committee and board were 100 percent behind my idea. Who knows, it may become a trend at future meetings. After all, Softspikes could become a superintendent's best friend."

But that's not the only surprise John had up his sleeve. He set up a \$15,000 hole-in-one contest for the course's challenging Hole #7—a 190-yard, par 3. Had anyone been lucky enough to make this hole-in-one, they would have shared \$5,000 of the \$15,000 prize with the Met's Scholarship Fund.

On the par 3 Hole #12, there was yet another prize-winning opportunity. One of the club's pros teed off with each foursome, awarding two sleeves of balls to all who were able to land their drive on the green closer to the pin than his.

### A Changed Course

The Middle Bay you see today is quite different from the course that was built in 1931. In 1955, the club sold some of its land to the still-operating Oceanside High School. That meant seven new holes had to be created—numbers 7 through 13. Architect A. H. Tull was hired to construct what are now the course's "water holes."

Then in 1970, Hal Purdy was called in to reroute and reconstruct Holes #1 through #6 to accommodate an all-new clubhouse. Several of the old greens and tees were retained—just renumbered. "The best thing about the new course," says John, "is that we gained one par 3 and one par 5 in exchange for two par 4s, so par remained 72."

Some of the more recent changes,

which John has directed in his nine-year tenure at the club, include the installation of perimeter irrigation around all greens and fairway bunkers, a two-year project completed in 1993. In '92, mounds were built around #11 fairway to give it definition and separate it from adjoining holes.

Then between '87 and '90, the club rebuilt every bunker and constructed several new tees under the direction of Golf Course Architect Dave Postlethwait, who had promised club members that he'd "take a flat, featureless piece of land and attempt to give it some character." Fill was obtained by digging one new pond along the 13th hole and enlarging the ponds along Holes #2, #6, and #9. The project required 12 1/2 acres of sod and 750 tons of sand in addition to gravel, drain tile, etc.

### On the Turf Track

John was raised in Portsmouth, RI (near

Newport), where he started playing golf when he was 11. He played junior and high school golf and then college golf at the University of Rhode Island (URI), against—and alongside—current tour players and Rhode Island natives Billy Andrade, Brad Faxon, and P. H. Horgan III.

Originally John, too, had dreams of becoming a touring pro, but he felt he didn't have the financial backing or sharp-skilled game. "If I could do it all over," he says, "I would have spent more time practicing and less time partying in my teen years."

With the help of Dr. Skogley, now Professor Emeritus in URI's Plant Sciences Department, John became increasingly interested in turf. He spent many hours working for Dr. Skogley on URI's turf farm, while working toward a B.S. in Turf Management.

In 1982, John did his placement training at Westchester Country Club in

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Rye, NY, and after graduating in 1983, he worked as an assistant superintendent at The Stanwich Club in Greenwich, CT. Two years later, John accepted his current position as superintendent at Middle Bay.

Soon after becoming a superintendent, John also became an active participant in the MetGCSA. He's been on the Met board since 1986, chairing several committees and, in 1993, assuming responsibility as the Met's secretary.

John's also been actively involved in the GCSAA. Since 1991, he's served on the Election Committee, the Education Committee, and now the Tournament Committee.

John's also been on the speaking circuit, talking at three national conventions and numerous regional conferences. Most recently, he spoke on computer use in the golf course industry at the NYSTA conference in Suffern,

NY, this past February.

"I feel I'll always be part of the industry and direction in which it is going," says John of his numerous industry involvements.

#### A High Quality of Life

John's favorite pastime—aside from golf—is surf casting off Montauk Point, for bluefish in the summer and striped bass in October. This winter, while vacationing in Central Florida at Lake Okechobee, John made an impressive catch: an 8-pound, 2-ounce bass.

Winter is also the time John and his family enjoy skiing—mainly in Waterville Valley, NH, where he and his parents own a townhouse.

Though John, like many superintendents, cites "the politics" of the job as wearying, he feels his job allows him and his family a "high quality of life."

"I get to spend time with my family during the winter months," he explains.

"Spring, summer, and fall I'm at work a lot, but I've been able to combat the long hours by bringing my family with me on the course summer evenings." John and his wife, Leslie, of seven-and-a-half years have two children—Emily, 4 1/2, and David, 2 1/2—and another on the way, due to arrive in August.

Reflecting on the future, John says, "I'll always have the burning desire to play golf at a professional level. Who knows, maybe I'll turn pro at age 50 and get on the Senior Tour." John has qualified for two Met Opens but never the MetGCSA Two-Ball competition—until this time. "If we didn't qualify this year," he says, "my partner, Tim O'Neill (CC of Darien), would have surely dumped me."

Well, John and Tim are looking forward to their first round match, and everyone had a great day at the bay.

SCOTT C. APGAR  
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## Superintendent/Manager Tourney at Quiet, 'Old' Bedford Golf & Tennis

The Met's May 9 Superintendent/Manager Tourney will be held at Bedford Golf & Tennis, a sleepy little club that's been a longtime resident of Bedford, NY. Opened in 1891 as a lawn tennis club, it soon added a nine-hole course, becoming Bedford Golf & Tennis in 1893.

It wasn't until the 1920s that the club decided to secure an additional 60 acres and add a front nine to the course under the direction of Golf Course Architect Devereux Emmet.

The most vivid reminder of the club's early days is the original clubhouse, which still stands next to a pond on Hole #10. It's now vacant and according to our meeting host, Superintendent Bob Nielsen, decaying.

Officially on the town's historical record, this building, which most recently was used as a "snack bar" for skaters, is the source of much controversy at the club. "Half the members

want to tear it down; the other half would like to refurbish it," says Bob. "I, personally, hate the thing. It's falling apart, and it's an eyesore. I say burn it."

Harsh words for a guy who's hell-bent on preserving other aspects of the course—like its wildlife. Though not a registered participant in the Audubon Cooperative Sanctuary Program, Bob has a strong wildlife program in place. He has numerous bluebird boxes around the course, with "an average of 55 to 60 fledglings per year," he boasts. "At first, a member monitored the boxes," says Bob, "now my crew and I do the rounds."

Bob's course is also home to hawks, an abundance of deer and smaller animals and birds, and of course, the dreaded Canada goose.

Though man's best friend is supposed to be the dog, Bob claims that when it comes to goose control, the

ponds' snapping turtles are far more helpful than his own chocolate lab. "The only way to get my dog to even notice those geese is to throw a tennis ball into the middle of the pond," laments Bob.

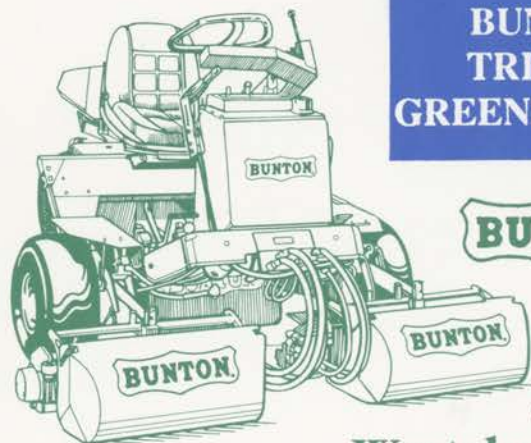
### Changes and Golf Challenges

In Bob's four years as superintendent, he's overseen several renovation projects. Last year, the club built an additional equipment storage facility and reroofed the maintenance facility. New cart paths were put in around Holes #4, #5, #6, #9, and #11, and last fall, Bob and his crew began reconstructing three men's tees: #1, #6, and #9. By meeting time, you'll be able to tee off from the all-new #1 and #6.

Also accomplished in-house in 1992 and 1993 was the renovation of the bunkers on 10 of the course's holes. "A lot of work," says Bob, which no

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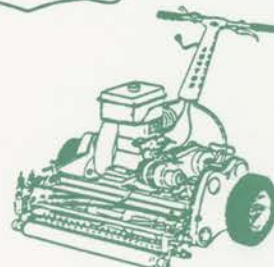
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one would deny is an understatement.

Two other changes that were Mother Nature's doing—not Bob's—were the felling of two grand old trees on the course. A large cottonwood—"at least 150 years old," says Bob—snapped in half the summer of '92, landing to the left of the third green and forever changing the strategy of the hole. But to Bob, the loss was a blessing in disguise: "With the tree gone, sunlight can reach the green, so it's much healthier now than ever before."

That same year, no more than a month later, a tornado uprooted a 150-year-old oak tree and stripped branches off surrounding trees that had protected a dog-leg left. "Mother Nature certainly helped out the short hitter," muses Bob, "and now, good players can hug the corner a lot tighter, which makes for more birdies."

Speaking of good players, you'll have to be an especially good shot to make par on what the pro and Bob finally agreed was the course's signature hole: #5, a 188-yard, par 3. Making this hole particularly challenging are an elevated tee; a green all of 3,500 square feet, sloping severely back to front and cut into the side of a hill; and a small pot bunker protecting the front.

Bob also offers fair warning about Hole #7: "This 390-yard par 4 plays 430-plus yards. It's all uphill."

#### **Last Stop: A Career in Turfgrass Management**

Bedford Golf & Tennis has been Bob's first and only stop in the golf course industry. After graduating high school in Bedford in 1977, turfgrass management was probably the farthest thing from his mind. He enrolled in SUNY, Oneonta, where he thought he'd like to pursue a degree in Physics. That lasted a year. He left SUNY and worked numerous day jobs while pursuing first an associate's at Westchester Community College and then a bachelor's in Tax Accounting from Pace University, which he completed in '92.

In addition to working as a plumber, landscaper, manager of a wholesale nursery, an estate, and finally a movie theater, Bob also helped support

himself, and by then, his growing family, as a crew member at Bedford Golf & Tennis.

As confusing as this may sound to you, it's at least as confusing to Bob, who had trouble remembering when, in all this tangle of employment and schooling, he took a break to earn a certificate in turfgrass management from UMass's Winter School. He finally calculated that it was in 1986, which is also the year he became the club's assistant superintendent as well as a convert to the field of turfgrass management. "What really clinched it for me," says Bob, "was working for a local tax accountant one warm, sunny March day. I knew I couldn't make a living working inside a stuffy office."

Bob worked as assistant to longtime Superintendent Terry Boles for five years, before assuming the position as superintendent in 1991.

#### **Superintendent by Day, Accountant by Night**

This time of year, Bob is superintendent by day, accountant by night, no doubt helping put his two sons through private schools. His youngest, Matt, is a sixth grader in the local St. Patricks School, while his oldest, Bobby III, is a sophomore at Brunswick School in Greenwich, where he'll be playing varsity football.

Bob and his wife of 16 years, Jane, live in Bedford about a mile from the club. "Close enough," says Bob, "but just far enough away." In the village both he and his wife have called home for most of their childhood, Bob has been a volunteer fireman since 1979 and, not surprisingly, the fire department's treasurer. He's also been involved with St. Patricks School's major fund-raiser—a carnival—for the past three years, lending a helping hand and, of course, managing the funds.

Bob's dream for the future: taking a lengthy trip "down under"—to Australia, that is.

For now, "throw another shrimp on the barbie," 'cuz May 9 we're off to Bedford Golf & Tennis.

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## News From the National

*A Quick Take on the 1995 Elections and Gala Superintendent Reception*

### Who's Who on the New GCSAA Board

The February 27 GCSAA Annual Meeting closed with Gary Griggs, CGCS, the new GCSAA president. Gary of Royal Poinciana Golf Club in Naples, FL, succeeds Joseph Baidy, CGCS, of Acacia Country Club in Lyndhurst, OH, who will continue to serve on the board for the next year as immediate past president.

Other newly elected officials were Vice President Bruce Williams, CGCS, of Bob O'Link Golf Club in Highland Park, IL, and Secretary/Treasurer Paul McGinnis, CGCS, of Union Hills Country Club in Sun City, AZ.

Reelected as directors serving a two-year term on the board are David Fearis, CGCS, of Blue Hills Country Club in Kansas City, MO; George Renault III, CGCS, of Burning Tree Club in Bethesda, MD; and Thomas Witt, CGCS, of Wynstone Golf Club in North Barrington, IL.

Newly appointed to the board is Connecticut superintendents association member and past president, Michael Wallace, CGCS, of Hop Meadow Country Club in Simsbury, CT. Mike will serve the remaining year of Paul McGinnis's term as director—a position he vacated when

elected secretary/treasurer.

### Six Associations Sponsor 'Super' Reception

On February 24, the MetGCSA joined five other superintendent associations—Connecticut, Hudson Valley, Mid-Atlantic, New Jersey, and Rhode Island—in hosting a superintendent reception in one of the San Francisco Marriott's hotel ballrooms.

For two hours, more than 300 superintendents and GCSAA board members and staff passed through the ballroom, enjoying hors d'oeuvres and the opportunity to discuss convention happenings—from election strategies to equipment displays.

Business aside, this gathering provided a much-needed break from the hectic convention week schedule and an ideal opportunity to socialize with superintendents and their spouses from other areas.

Woodbridge Country Club Superintendent and Met member John Streeter did an impressive job orchestrating the event, which no one can deny was a huge success. That means there just may be a "next time," for those of you who missed this year's reception.

TIM O'NEILL, CGCS  
1995 Conference Delegate

## The Folly of Crisis Management

In the heat of the season, it's often tough enough to see your way through the crushing number of priorities in your cue, much less give your crew members the individual attention they need—and deserve.

If this rings true for you, you're not alone. Management consultant Ferdinand Fournies, who's counseled managers in some of the country's leading corporations, has found that 80 percent of American managers fail to practice the hands-on management they preach.

The consequence: "If you usually talk to people only when they screw up, there's a danger they'll start messing up just to get your attention," he cautions.

Fournies cites the example of a manager who complained that one of his employees would routinely charge into his office at 11 a.m. every day to ask about a problem he could have easily handled himself.

Fournies' advice to the boss: Pay more attention to the employee. Stop by and speak with him in the morning; praise him regularly for work well done; and ask if the employee has a problem he could help him with.

At the end of three weeks, the employee's bothersome check-ins with the boss had ceased.

"The problem is that too many managers have a reactive mentality," says Fournies. "They don't manage on a daily basis to maintain or improve performance. If you had a BMW, you'd be sure to get it serviced regularly. In business, most of us don't think that way about our people." Fournies adds, "Too many managers say to me, 'I wish people would stop bothering me and do their damned jobs.' But they forget that sorting out subordinates' problems is what a manager gets paid to do."

A final point: Management is largely intervention, notes Fournies—the things you do to deny people the opportunity to fail. If you're on the phone, rifling through papers on your desk, or meeting with the general manager, you're technically not managing.

Says Fournies: "Keep track of the minutes you actually spend with subordinates; that's the time you're earning your managerial stripes."

## Tee to Green Earns National Recognition

The *Tee to Green* was recognized in the GCSAA Chapter Publications Contest as a runner-up—along with GCSA of New England's *The Newsletter*—in Category 1: "Publications edited and produced primarily by practicing member golf course superintendents who work as editors/publishers without pay as a service to the profession."

Newsletters ranked "Best Overall" in the same category were *The Grass Roots*, produced by the Wisconsin GCSA, and *Through the Green*, the Georgia GCSA's publication.





# Your Complete 1995 Meeting/Event Guide

**March 15** **Siwanoy CC**  
Bronxville, NY  
Business Meeting  
*Dave Mahoney*

**April 27** **Middle Bay CC**  
Oceanside, NY  
Two-Ball Qualifier  
*John Carlone, CGCS*

**May 9** **Bedford Golf & Tennis**  
Bedford, NY  
Superintendent/Manager  
Tournament  
*Bob Nielsen*

**June 12** **Fairview CC**  
Greenwich, CT  
Invitational Tournament  
*Rich Marcks, CGCS*

**July 17** **Salem GC Association**  
North Salem, NY  
Met Area Team Champ  
Qualifier, First Round  
Alumni Tournament  
*Bob Bruce*

**August 2** **Fairview CC**  
Summer Social  
*Rich Marcks, CGCS*

**August 21** **Mount Kisco CC**  
Mount Kisco, NY  
Poa Annual Golf  
Tournament  
*Fred Scheyhing, CGCS*

**Sept 12** **Metropolis CC**  
White Plains, NY  
Met Area Team Champ  
Qualifier, Final Round  
*Tony Grasso*

**Oct 5** **Huntsville GC**  
Shavertown, PA  
Met Area Team  
Championship  
*Scott Schukraft*

**Oct 10** **Burning Tree CC**  
Greenwich, CT  
Superintendent/Green  
Chairman Tournament  
*Bill Perlee*

**Oct 17** **Westchester CC**  
(Oct 18 is  
rain date)  
Rye, NY  
Professional Turfgrass  
Field Day  
*Joe Alonzi, CGCS*

**Nov 14** **Wee Burn CC**  
Darien, CT  
Business Meeting  
*Rick Schock*

**Dec 2** **Metropolis CC**  
White Plains, NY  
Christmas Party  
*Tony Grasso*



## 1995 Committee Chairmen at Your Service

**T**his is your guide to the MetGCSA's committee chairmen. They're here to serve the association—and you—so please feel free to contact any one of them with questions or comments. We've provided their numbers, below, for your convenience.

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### Communications

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• Dennis Petruzzelli, CGCS,  
*Lakeover National GC*  
914-242-0706

### Education

Will Heintz, *Hampshire CC*  
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### Field Day

• Matt Ceplo, CGCS, *Rockland CC*  
914-359-5346  
• Joe Stahl, *Metro Milorganite Inc.*  
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### Government Relations

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