



WESTERN VIEWS

November-December, 2000

Official Publication of the West Michigan Golf Course Superintendents Association

President's Message

As the gentleman beat the ice off the roof of the maintenance building, I sit and ponder this last President's Message. I hope that all of you have had some time to relax with family and friends over the holidays. The hunting season—although not very bountiful for me—was a great time to relax and reflect.

As I sat and reflected, I would like to take some time to thank all the people that have served on the West Michigan Board of Directors with me in the past eight years. The Past Presidents and Directors that put so much of their personal time into this organization should be commended for their hard work and commitment.

A few that stand out in my tenure are Kieth Paterson who served as Secretary Treasurer. Kieth was the guy who helped keep many of the Boards and Presidents organized, and for that I would like to personally thank him. Roger Barton, Kurt Thummel and Harry Schuemann were the veterans that also helped steer the newcomers in the right direction with their years of Board experience.

Editor's Note: Please write me if you have any corrections or if you are interested in doing an article for us at:

Western Views
8121 Cowan Lake Drive
Rockford, Michigan 49341

And there are some others that have given their time to the West Michigan Board and also to other endeavors that we can be proud of. Two that I can think of are Kathy Antaya, who has co-chaired the Turf Conference at the M.T.F. and has been involved with that organization for many years, and Jeff Holmes, who has been very prominent in the Michigan Environmental Stewardship Program. Both should be commended and we should be proud to have these people in our organization.

The West Michigan area has no shortage of talented, intelligent people in the golf business, and I would encourage anyone with a desire to help promote the profession and its fellowship to get involved.

It's been said—and I think the meeting numbers reflect this—that we are losing a great number of members' interest in recent years. I'm not sure if this is through alienation because of differences in public and private golf courses, or big or small budgets. Or maybe a fact that superintendents are just like others in our society and have so many activities that they have very little time to take a day to put into fellowship with others in their profession. But we all know through the hard work that we put in at our golf courses that we are only as good as the effort we put forth. And if no effort is put forth to attend a meeting or take part in this organization, the results will be dismal.

We have a fresh new Board with many new and innovative ideas. Please come out and attend a meeting and get involved. In conversations with peers, I have picked up many ideas that have helped me out—and had a good time doing it.

Sincerely,
Alan C. Bathum
President

WMGCSA Monthly Meeting Dates 2001

January 9	The Highlands
February	GCSAA Conference
March	Roundtable Meeting
April	No meeting planned
May	Thornapple Pointe
June	Candlestone
July	No meeting planned
August	No meeting planned
September	Golf Day
October	Annual Meeting— Moss Ridge
November	Fall Roundtable
December	No meeting planned

Dates still to be determined.

Chapter Delegate Report and PDI

The annual GCSAA chapter delegates meeting was held September 8-10 in Kansas. Here is a brief synopsis of what was discussed pertaining to PDI.

PDI—The new and final version of PDI was explained in detail. Most delegates did agree with the direction the GCSAA has taken with this initiative. Chapters need to educate members as best they can prior to a vote on this issue. The chapter delegate should give the final presentation to the membership.

The board has to decide how to vote. Will the vote be majority, all for or against? Will the vote be split for and against as a percentage of members that voted?

Proposed Amendments to the Articles of Incorporation and Bylaws Pertaining to PDI

- Articles of incorporation: Change nomenclature, and add modification of qualifications for Class A membership.
- Bylaws #1: Add qualifications for Class

A membership to "Application for Membership" section.

- Bylaws #2: Add comply with qualifications for Class A, and change the name from Class B to Superintendent member.
- Bylaws #3: Nomenclature changes in the "Rights of Membership" section.
- Bylaws #4 and #5: Add the ability for the delegate to vote for "Qualifications for Membership." Do the same for the proxy vote.

If these don't pass, then there will be no need to vote for any other portion of PDI.

2001 Board of Directors Western Michigan GCSA

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**\$25.00 for a Conjunction Membership
with GCSAA's \$75.00 for One-Time
New Membership.**



Noted Michigan Architect Dies

W. Bruce Matthews, known to many as the father of course architecture in Michigan, died September 28. He was 96.

Matthews designed and renovated more than 106 courses, including Grand Haven Golf Club, which he designed, built and owned.

The Grand Haven resident was inducted into the Michigan Golf Hall of Fame in 1993 as the first landscape architect to receive this recognition, and Matthews had been a member of the American Society of Golf Course Architects since 1970.

Matthews, who earned a bachelor's degree in landscape

architecture from Michigan State University in 1925, also co-founded the professional golf management program at Ferris State College, started the W. Bruce Matthews Scholarship Fund through the Western Michigan Golf Course Superintendents Association, and founded the Michigan Turfgrass Association.

Memorials may be made to Hospice of North Ottawa Community, 1515 South DeSpelder, Grand Haven, MI 49417, or to the Western Michigan Superintendents Association's Bruce Matthews Scholarship Fund, 8585 Winter Forest, Rockford, MI 49341.

Bruce Matthews was a practical golf course architect. Most of his courses were very playable, although his greens were contoured and very interesting to putt for his time.

Bruce graduated from MSU and was one of the founders of the Michigan Turf Foundation. In his early years he worked in Florida building courses. When he came back to Michigan, he worked as General Manager at Green Ridge Country Club. He got them through some very tough years, and made the course outstanding for that period.

In the '50s Bruce started building courses in Michigan and the north. I first met Bruce when he finished Lake Isabella Development, now called the Pines Golf Course.

I had worked five years as a golf course superintendent at Morrison Lake Golf Club, then went to work at Grand Haven Golf Club for Bruce Matthews.

Bruce was difficult to work for, but soon we developed a very good friendship. The experience of working with Bruce was the best in my career. He taught me about design and high standards for playing conditions. His experience in design, drainage, soils and club management was priceless.

I worked with Bruce at Grand Haven Golf Club from 1969 to 1974. After what I learned from Bruce and working on the sand dunes at Grand Haven Golf Club, I was ready to take the job at Dearborn Country Club.

Bruce and I were friends for years. For a lot of years, Bruce, Wally and I went deer hunting and talked turf!

Bruce Matthews will always be missed in the golf world.

Sincerely,
Roger Barton
Superintendent
Pohlcatt Golf Course

The Process Behind Good Chemistry

By Jim Shone and
Mike Tysowski,
Zeneca Professional Products

Tough jobs are simplified when you have the right tools. The right tools come in many forms, but they certainly don't come easy. Take a second and think about the chemical tools used to control pests on the golf course. What does it take to bring new chemistry to the turf management industry and also maintain the older, but still reliable, products? Does a specific process exist, or are products discovered by accident? What are the implications of the new Food Quality Protection Act (FQPA) legislation? To understand the answers to these questions, we first must look at the societal, safety, environmental and economic circumstances that influence the decision to bring or keep a particular type of product to the market.

Pesticide manufacturers are constantly searching for newer, more effective and safer products. In an effort to find potential agricultural or horticultural products, the industry intensively screens hundreds of thousands of molecules each year. Even with the intensive screening process, fewer than one in 20,000 products developed makes it to the market.(1) Although some products

are discovered by "accident," today's competitive environment requires high-tech screening processes that do not allow for mistakes. Upon discovering a potential product, the manufacturer must first satisfy a slate of conditions set by the Environmental Protection Agency (EPA) and next justify the economic feasibility of the potential product. The EPA conditions are valid safeguards that protect us not only as product handlers and applicators but also as members of the general public. More importantly, the safeguards give the assurance that someone is watching our interests as family guardians.

Human safety issues are at the top of the list when a product undergoes consideration for registration. Potential human exposure is determined and evaluated through a procedure called a "risk cup" analysis. Testing produces an average daily intake (ADI) for each specific outlet or crop proposed for a product. Think of the ADI, or safe potential exposure, for each outlet or crop as filling the risk cup. When the risk cup becomes full of ADI points, the manufacturer can no longer seek registrations for the product on further application outlets.

Continued on page 4

Good Chemistry, *continued*

The nation's food and pesticide regulations have become even more protective with the passage of the FQPA in 1996. Think again of the risk cup. This "cup" contains the amount of pesticide residue that a person can be exposed to daily without affecting health. The risk cup must make room not only for residues on food but also from residues found in drinking water, produced in and around the home and encountered on lawns, gardens and public spaces such as parks, rights-of-way and golf courses. Safeguards for infants and children, as well as other sensitive population subgroups, have been expanded.(1) The new legislation also requires that where two or more pesticides act on human health in the same manner they must share a common risk cup. Therefore the risk cup has become smaller, resulting in potentially fewer pesticides or pesticide uses. While the FQPA makes it more difficult to register or maintain products in the market, we can be assured that the products that receive approval have been thoroughly reviewed by the EPA and pose a reasonable certainty of no harm to people or the environment.

To obtain federal registration, rigorous research into environmental issues including water quality, product degradation, the analysis of the degradates and effects on soil microbiology are necessary. Ecological research involving non-target effects on native and endangered species is also part of the process. Pesticide registration decisions are based primarily on the EPA's evaluation of the test data provided by manufacturers. Some 120 or more tests may be required.(2)

Established products will also be subject to review by the EPA. This review process requires manufacturers to reexamine the older products' chemical components, reassess their risk in light of the risk cup and evaluate the products' ability to meet the new legislative standards. Expenditures related to this

re-registration review are significant. This costly process has already resulted in the elimination or limitation of the number of tools available for superintendents. Organophosphate and carbamate insecticides are among the first of the products now undergoing review by the EPA as a result of the new legislation. A grassroots initiative is presently encouraging the EPA not to rush to judgment on invaluable pesticide products and use preliminary and incomplete information. Rather, this grassroots campaign calls for use of realworld data and sound science as the basis for the EPA's analysis.

In addition to the EPA's strict requirements, the economics of product development also affect the process. The research needed to bring a particular product to market can take from 6 to 10 years and cost the manufacturer \$50 million or more.(1) You may wonder why large pesticide manufacturers are also in the pharmaceutical business? The answer is research. With the emergence of biotechnology, the synergy between pharmaceutical and agricultural platforms provides the manufacturers with exciting new possibilities, skills and resources that enhance competitive position in the marketplace.

What are the fruits of the extensive research and registration efforts put forth by the chemical manufacturers? New user-friendly products and the continued availability of reliable, time-tested chemicals that provide excellent alternatives for pest control in the turf environment.

Endnotes

1. And Now, The Good News. American Crop Protection Association, 1997.
2. Lawn Care Chemicals: What Consumers Should Know. American Council on Science and Health, 1992.

*Reprinted from
Through The Green,
January/February 2000*

Office Politics

A new test measuring an employee's charm and social astuteness proves to be a strong predictor of job success.

By Lee Green

The relentless effort to measure the human intangibles that enable some people to get ahead in business while others merely round out the bell curve has produced a shiny new tool: the Political Skill Inventory. The PSI is so new, in fact, it's still a work in progress, says the man who invented it, University of Mississippi business professor Dr. Gerald R. Ferris. But early returns suggest it may be a supremely effective way to predict professional success, which could prove useful in corporate hiring and promoting.

You've got your basic intelligence, or what researchers call cognitive ability, and then you've got your emotional intelligence, a concept popularized a few years ago by psychologist and *New York Times* science writer Daniel Goleman. Then, of course, there's practical intelligence, elucidated in the writings of Yale psychologist Robert Sternberg. Political skill is none of these, and all of these. "It's a social astuteness," Ferris says, characterized by a "disarmingly charming and engaging manner that inspires confidence and trust."

In twenty years of researching organizational bureaucracy, Ferris acquired a keen understanding of political skills. Finally, he decided to try to quantify them. Through his PSI, he asked workers to rate themselves in six areas, including their ability to empathize with others and to get people to respond positively to them. Ferris discovered that those who scored highest were also perceived by their supervisors to be the best at their jobs. In fact, political skills, or the lack of them, proved to be the most reliable predictor of job-performance ratings, better even than intelligence or other personality factors.

Continued on page 6

This is your membership dues at work!

BIG BROTHERS BIG SISTERS

Because of your
contribution this
year to the

Big Brothers

Big Sisters program, we have
been able to match 132
additional children to Big
Brother and Big Sister
volunteers. Thanks to you,
Mike and Michelle Phillips'
match to Cody Roberts was
one of those matches.



**"Thanks To You...
I Got My Wish!"**

"I am thankful for having both a
Big Brother and Big Sister.
Sometimes I just have fun with my
Big Brother, Mike. Sometimes I
spend time with my Big Brother and
my Big Sister, Michelle and their
daughters, Alexis and Lauren.

"We have fun going to the park,
riding bikes, playing games or on the
computer at their house. I also like
playing pool and jumping on the
trampoline. They take me to fun
places and Big Brothers Big Sisters
events."

Cody Roberts

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Classifieds

The Meadows Golf Club at Grand Valley State University is accepting bids for used equipment listed below. Sealed bids will be accepted until 4:00 p.m., December 15, 2000, at 227 Lake Michigan Hall, GVSU. Equipment sold to best offer, as is, where is, no guarantees. Owner reserves the right to refuse any and all bids. Equipment available for inspection between 6:30 a.m. and 5:00 p.m. Monday through Friday. Call for appointment: contact Chad Johnson, Robert Liedel or Kathy Antaya, CGCS at (616) 895-1005.

Greens King 4 #2, 1994, 3793 miles, \$4000.

Greens King 4 #4, acquired used in 1994, \$500.

Toro Greens Aire, acquired in 1994, \$3500.

Cushman Utility Vehicle #1, acquired used in 1993, 4866 miles, \$1000.

Hijet, doesn't run, includes some parts, acquired used in 1993, 11,970 miles?, \$500.

Dodge Dakota 1985, 4WD, acquired in 1993, 105,131 miles, \$2000.

Vicon 402 Fert. Spreader, long & short spout, agitator set, acquired in 1992, \$1500.

Cushman Core Harvester, extra hose connection, acquired in 1994, \$1500.

Toro Fwy Baskets (5), rarely used, acquired in 1994, \$250.

Office Politics, *continued*

But would that correlation hold true in jobs where political skills were utterly superfluous? To find out, Ferris tested the PSI on a group of computer programmers, with surprising results. "The political-skill measure was still the single strongest predictor of performance ratings," he says. "It just kicked the heck out of everything."

THE POLITICAL SKILL INVENTORY

Using the following scale, choose the number that best describes how much you agree with each statement.

- | | |
|------------------------------|---------------------------|
| 1 = strongly disagree | 5 = slightly agree |
| 2 = disagree | 6 = agree |
| 3 = slightly disagree | 7 = strongly agree |
| 4 = neutral | |

1. I find it easy to envision myself in the position of others.
2. I am able to make most people feel comfortable and at ease around me.
3. It is easy for me to develop good rapport with most people.
4. I understand people well.
5. I am good at getting others to respond positively to me.
6. I usually try to find common ground with others.

If your answers total 30 or below, your political skills need improvement. If you scored 38 or higher, you have above-average political skills.

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