

July 2006

Green is Beautiful

The Official Publication of Ontario Golf Superintendents' Association



Bunkers Fit For A King

**The Rossi Tapes Transcribed
Effective Irrigation Ideas
Staff Retention Tips**

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COVER PICTURE

Weston Golf & Country Club

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President's message

SUCCESS COMES FROM WITHIN

Defining "success" is always difficult, as it can be very subjective from person-to-person. The dictionary definition of success is, "a favourable result". So how do we choose to measure our successes on and off the golf course? Some people use monetary wealth or material goods as a unit of measure. For others, it may be shooting a career round of 69 on a 7000 yard track, winning a sporting tournament or staying married for 25 years. Whatever the yard-stick, we ought not to base our goals on pre-established measurements, or our view of success has been based on someone else's achievements or results. If we do not drive the golf ball consistently 305 yards, are we a failure? Do we need lessons? That's a false premise!

In turf management, many equate success by where we are employed, how many letters we have after our name or by our green speeds or budget size. This is indeed unfortunate. I would submit to those individuals that their barometer for 'success' is far too vague. In the end, we are the best individual qualified to determine if we are, or have been, successful.

One of my own goals is to be a mentor to as many young, keen students as I can and to pass along a strong work-ethic and knowledge base. The allegiance to the people who work for me is one of the strongest in my professional life. Ironically, I place more value on the longer term relationships at the club than I do the short-term ones. Perhaps this is why, at times in my career, I have been confused or struggled with the shorter terms of green committee members. Let me be clear, I do place a high value on developing diplomatic skills needed in today's society and private club environment. However, it has always confused me that we may be reporting to or working for someone who knows very little about what we do and has a tremendous influence on how we do it. Finally, I also place a higher value on lifestyle rather than on standard of living; on simple generosity rather than on the trappings of success. I can only hope that I have had a positive and lasting influence on the many young interns, technicians and assistants who have crossed the path of my relatively young career. I know that many of you also feel the same generosity within with a high 'standard of life'. Thanks to Kerry Satterwhite for his inspirational comments, paraphrased above!

A good example of a keen supporter is evidenced by Glen "Goodie" Goodwin, who was recently honoured at the Toronto Star Amateur "Fraz" media day tournament at Scarboro Golf & County Club. Your OGSA Executive was there to wave the flag. All other OGSA events are going smoothly, and I wish to thank all of the venue hosts for showcasing their facilities.

I look forward to seeing many of you on July 24th at the President's Day tournament, which by pure happenstance, is at Rosedale Golf Club having been scheduled about five years ago. Let's continue on with having A GREAT SEASON!



Robert Burrows, CGCS, MS
Rosedale Golf Club



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Editorial message



by John Bladon
Co-Editor

Well, hopefully we have all hit that mid season stride! The event and meeting season is up to full throttle, so check www.golfsupers.on.ca

for both OGSA sanctioned and regional events

scheduled. There are some brilliant locations scheduled for 2006!

Hot off the press...OGSA member Scott Wheeler and his wife Lori are proud parents yet again! Son Nicholas, who is a grounds crew member at Forest City National with Dad and on a golf scholarship at St. Francis University recently broke the

course record at Forest City, from the tips with an incredible 59! Nick's round was witnessed by club pro Gil Parkinson and two members. Congrats to Nick and the entire Wheeler household on this amazing accomplishment!

Our July issue features some outstanding submissions. This past winter while attending Cornell University, Tom Brain of Burlington Golf and Country Club, sat down with Dr. Frank Rossi for a candid interview. He gives us an up close and personal look at the ever-controversial turf guru. Steve Gomme of Engage Agro provides us with both some thoughts on the products we use in our management regimes and what

information needs to be continuously communicated to our golfing customers about those products. We all need to be proactive and continue delivering this message. Mike Slack gives us some REEL food for thought on cutting unit maintenance and Doug Breen appears intent on seeing some superintendents on a reality television show in the very near future!

I want to briefly thank the editorial committee and our stable of regular columnists...your commitment and continued efforts during busy times do not go unnoticed and are certainly appreciated! Finally, if you have a story worth telling, please contact Dorothy or myself...we would like to hear from you!

What's new

HERITAGE AWARD

The OGSA has developed this scholarship program to recognize the scholastic accomplishments of students who are the children or grandchildren of members of the OGSA, and studying a curriculum unrelated to turfgrass management. This is an opportunity open to all members.

Funding is available, in the amount of \$2500.00, to diploma or degree students and also students who have successfully completed high school and have been accepted into a university or college program, prior to submitting their application.

Deadline for application is August 31, 2006. For complete details please go to www.golfsupers.on.ca Benefits – Education, or phone the office to request info by fax or email.

HUGH KIRKPATRICK BURSARY

The OGSA, in conjunction with the Kirkpatrick family has developed this bursary program to recognize the leadership, commitment and accomplishments of assistant superintendent members of the association.

Funding, in the amount of \$2500.00, will be made available to assistant superintendents for the purpose of industry related training or education.

Deadline for application is October 31, 2006. For complete details please go to www.golfsupers.on.ca Benefits – Education, or phone the office to request info by fax or email.

2006 OGSA SHORT COURSE AWARD

Our congratulations to Debbie Dale, Assistant Superintendent at London Hunt & Country Club, who is this year's recipient of the short course award, in the amount of \$1000.00. Debbie had the highest overall average of 95%. Debbie and all of our 2006 scholarship recipients will be recognized at our 2007 conference, at the Sheraton Centre Toronto.

CALL FOR NOMINATION FOR THE 2006 "WILLIAM SANSOM" DISTINGUISHED SERVICE AWARD

The OGSA shall present an award of Distinguished Service, in the name of our first President William Sansom, to an individual or individuals, providing such an individual(s) is properly nominated and

subsequently accepted by the Board of Directors of the association.

Any two members of the OGSA, currently in good standing, may jointly nominate an individual(s). Evidence of substantiation must accompany the nomination. Complete nomination packages are to be sent to OGSA's office.

To be accepted for the Distinguished Service Award, a nominee must meet the following qualifications:

Must have made an outstanding contribution to the advancement of the golf course superintendent's profession in Ontario. The contribution must be significant in both substance and duration. The outstanding contribution may be, or have been, national or regional in nature. This contribution must be held in the highest regard and reflect credit upon our profession. The nominee must not have been a recipient of this award during the preceding ten (10) years.

Deadline date for nomination forms to be received by the OGSA office is Friday, September 1, 2006. Award recipient will be recognized at the 2007 OGSA Conference

For complete details and copy of nomination form please go to www.golfsupers.on.ca Benefits -

Education, or phone the office to request info by fax or email.

LONDON AREA SUPER RECEIVES ENVIRONMENTAL CERTIFICATION

Scott Wheeler, OGSA and GCSAA certified golf course superintendent member, at Forest City National Golf Club, London has earned an environmental management specialist certificate for the Golf Course Superintendents Association of America (GCSAA) for completing a series of specialization programs in Employee Safety and Right-to-Know. Congratulations Scott!

The GCSAA is addressing the environmental impact of golf course management and the increasingly complex training needs of golf course superintendents by offering specialized training through its Environmental Management Program. The program consists of six specialized certification programs: Integrated Pest Management; Habitat Development and Management; Employee Safety and Right-To-Know; Water Quality and Application; Golf Course Development and Storage, Disposal and Recycling. For more information visit GCSAA at www.gcsaa.org.



Welcome!

**O.G.S.A. Welcomes
our newest members**

Dan Albright	Class F
St. Thomas Golf & CC	
Dale Bradbury	Class F
Mill Run Golf & CC	
Kyle Campbell	Class D
Orchard Beach G & CC	
Barrett Darbyshire	Class F
Owen Sound Golf & CC	
Andrew Hardy	Class C
Pheasant Run Golf Club	
Chad Hurrell	Class Supt
Fairview Golf Club	
Christian Kuhn	Class S
Toronto Golf Club	
Terry McKenzie	Class F
Briar Fox Golf & CC	
Brian Milani	Class S
Whitewater Golf Club	
Brent Minacs	Class A
King's Bay Golf Club	
Gord Rowland	Class C
Windermere Golf & CC	
Peter Sinuita	Class C
Glen Abbey Golf Club	
Craig Thompson	Class C
Port Carling Golf & CC	
Warren Vout	Class D
Kedron Dells Golf Club	
Brad Walker	Class A
Wildwinds Golf Course	
Lakeshore Sand Co.	Class E
Robert VanWyngaarden	

OTRF GOLF TOURNAMENT

invites you to the 2006 OTRF Annual Fundraising Golf Tournament

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Monday August 28, 2006

For registration details or to inquire about sponsorship

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What's new continued...

TURF RESEARCH & LIBRARY DONATION FUND

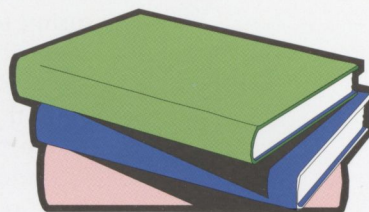
OGSA would like to take this opportunity to thank the following members for their continued support of our Library Fund and Turf Research Fund, made through optional donations with their membership dues for the period October 2005 through September 2006.

Your support helps us to provide valuable benefits in education and research to our members.

Library Fund Donations

Kenneth J. Patterson
Al Schwemler
Dan Tonkin

Centennial Park Golf Club
Toronto Golf Club
Greenhills Golf Club



Turf Research Donations

Greg Aljoe
Ryan Beauchamp

Ovinbyrd Golf Club
St. Thomas Golf & CC
(Ryan is now at Glen Abbey)
St. George's Golf & CC
Cherry Hill Club
Cherry Hill Club
Batteaux Creek Golf Club
Toronto Golf Club
Newcastle Golf Course
Retired
Greenhills Golf Club

John Gall
Cecil Hoekstra
Norman B. Jenkins
Paul W. Mickalko
Al Schwemler
Tom Simpson
Keith Stephenson
Dan Tonkin



NU-GRO APPRECIATION DAY

Nu-Gro Ltd. held its 16th Annual Customer Appreciation Golf Tournament on Tuesday, June 6th at Brantford Golf & Country Club in Brantford, Ontario. The weather provided a beautiful day and the event was again, deemed a success by all participants. After enjoying a beautifully prepared course by Superintendent Paul Evenden and his team, the field retreated to the cooler confines of the clubhouse for dinner and prize presentations. Each participant took home a personal swing analysis report so they could see exactly where they needed improvement.



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From roots to shoots



by Pam Charbonneau
OMAF Turfgrass Specialist

INSECT SUMMARY SPRING 2006

As all of you know, it has been a very interesting spring to say the least. The roller coaster weather has had an impact on insect behavior this spring.

The main observation that I have made to date is that over-wintering insects returned to the turf earlier than normal and over a longer period than normal because of the early warm temperatures which were quickly followed by some very cold weather. This means that the damage caused by these insects is going to last longer and be drawn out over a longer period of time.

Black turfgrass ataenius and annual bluegrass weevil

Black turfgrass ataenius (BTA) adults were seen flying as early as mid-April this year, which is about a month ahead of their usual flights. When the temperatures cooled down the flights stopped. Flights resumed in earnest in mid-May. Reports of the intensity of the adult flights in mid-May varies to lighter than normal from some areas and heavier than normal in other areas. The result of the early flight period is that we may see damage occurring as early as early June to as late as mid-July from the first generation. The same will be true for annual bluegrass weevil. Damage could occur as early as early June as well. Often annual bluegrass weevil damage is mistaken for a disease of annual bluegrass because it selectively feeds on annual bluegrass plants and the damage often occurs in small to medium size patches at first. Reports for the northeast United States are reporting that there are many different instars of annual bluegrass even within a single fairway on one golf course.

European crane fly

Due to the mild winter, and the fact that we found leatherjackets up feeding in February when we had a thaw, I was expecting the leatherjackets to be fairly beefy first thing in the spring. In reality they were very small coming into the spring. They don't particularly like it when conditions are dry, so this may have influenced their growth in April when things were dry. They made up for the slow growth in April by feeding very heavily in May. There were reports of very heavy feeding in the Niagara and Burlington area on both home lawns and golf course turf. Many superintendents are starting to spray for leatherjackets in the spring with surprising results. Usually they greatly under-estimate the populations that they have. Once they have sprayed they are left with a thick layer of dead leatherjackets on their greens that they then have to dispose of.

On the control front for leatherjackets, there are three insecticide control trials underway at the Guelph Turfgrass Institute to determine if entomopathogenic nematodes or other new insecticide actives are effective at controlling leatherjackets. Look for these test results at the winter conferences in 2007.

Turfgrass Ants

Turfgrass ants are becoming more and more of a problem on golf greens. Their mounds can be unsightly, they can smother the turf and they also increase maintenance costs by dulling mower blades. There are three products available for ant control on turf now. The two older products are Dursban T and Sevin T&O. A new product called Demand, which contains the active ingredient cyhalothrin-lambda has very recently been granted registration through the User Requested Minor Use Label Expansion program. Always consult the label for rates and directions on use.

Turfgrass Scale

We witnessed a very strange phenomenon here in early June at the GTI. We were doing weeds counts on mixed stands of Kentucky bluegrass and noticed that the plots were covered with turfgrass scale adults on the terminal parts of the leaf blades. I always thought that they spent all of their life cycle as adults feeding at the crowns of the turfgrass plants. Now we know differently.

If you observe any bizarre or new insect behavior on your golf course, I would like to hear about it.

If you are interested in weekly updates on turf insect problems, you can visit the OMAFRA Turf Agriphone message on line at

<http://apps.omafra.gov.on.ca/scripts/english/crops/agriphone/index.asp#Turfgrass>

Don't forget the Guelph Turfgrass Institute Research Field Day. It will take place on Thursday, Aug. 24th, 2006. Stay tuned to the GTI web site for more information.



FAST FOREST

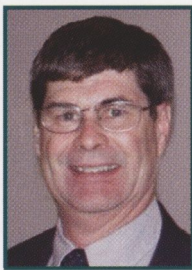
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ARE YOU READY FOR THE OMOL?

Every day I am hearing about more and more workplaces where the Ontario Ministry of Labour (OMoL) are visiting and conducting workplace audits. Make a few calls to some of the other superintendents that you know and you will soon be talking to someone you know who has had an inspection (audit) by an inspector.

Last year just about this time I mentioned that the OMoL had 100 new inspectors out in our workplaces. Well now you can double that number. All these new inspectors have been given their marching orders. And one of those orders is that they are required to contact every employer in their area of jurisdiction where the employer has had at least one lost time accident in the past few years.

Think back to your record. Has your club submitted a claim in the last few years for a worker who may have lost one or more days from work? If you have you are on the list. This does not mean a lost time accident in the greens area alone. This means a lost time accident in any part of your facility.

When the inspectors are showing up they are not giving you notice and they are spending, up to a day or more with management and workers at your facility asking all kinds of questions about your safety program. They are looking at your training records and your safety program. They will complete an inspection of your workplace and write orders that you must comply with by certain specified times. Interestingly, they are also telling you that they will be back to check on your progress.

Your colleagues are telling me that the inspectors are asking about "Fit Testing" for respirators, lock out/ block out procedures, guarding, equipment inspection and Personal Protective Equipment rules. The inspectors are also looking at the condition of equipment, from bench grinders to mobile equipment. They are checking things like auto and emergency shut offs. They want to know what you and the rest of the management team (General Manager or CEO, Chef, Club House Manager, Banqueting Manager, Golf Professional) are doing about managing safety in the workplace.

A number of your colleagues have told me that they have spent an inordinate amount of time listening to the inspector and basically continuously saying "yes" to the requirements being listed. And you might as well talk about this with your owner or GM because the inspectors are generally going to want them involved in the inspection. The attitude of the inspector is clear. They are looking for management (owner) commitment to safety!

Take the time now to ensue that your club is complying. If you are not sure, then get someone in to review the documents that are in place and give you some advice on how to proceed. The more you have in place and the more knowledge you have, the better off you will be!

Take the time now to be prepared! Have a great summer!

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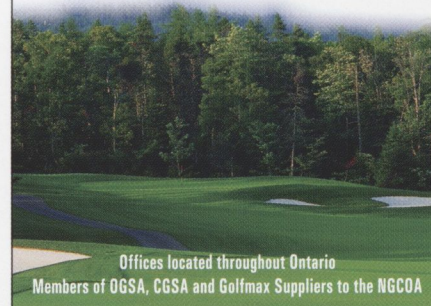


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EFFECTIVE IRRIGATION IDEAS

by Jason Hanna, Assistant Superintendent
Devil's Pulpit Golf Association

Golf course irrigation practices and water management have become hot topics in golf course management over the past few years and will not be going away anytime soon. Every year, most courses are budgeting more and incorporating irrigation into their long range or master plans, whether the decision is to install an entire new system, a pump station, or investigate options to update or expand upon a current system.

The purpose of this article is to highlight some of the more common practices used to maintain irrigation systems in top running order along with some various other options to fit a broad range of budgets and time lines, to increase efficiency or simply water areas that may not have received irrigation before.

Irrigation Audit

Performing an audit is a good practice to ensure that irrigation heads are functioning properly (nozzles, valves, electrical/hydraulic control and coverage). Many irrigation cycles occur in the middle of the night; this can make it difficult to visually inspect the system to ensure that all components are operating properly. An irrigation audit provides the information necessary to make an informed decision on how effective the water is being delivered. The audit can help identify areas on the course where water is being under applied or over applied directly impacting turf health and conditioning.

Ensuring that all irrigation heads are level with the surrounding grade is important to keep on top of. Often, over time, heads can become lower than the surrounding grade through repeated topdressing or simply from shifting due to regular freezing and thawing throughout the winter and early spring months. This can affect the angle the water is projected and negatively impact head to head coverage or distribution uniformity.

Lastly, if your irrigation system is managed through a central control system, be sure that the computer is up to date in order to reflect any changes made in the field. An example of this could be installing new nozzles or switching full circle rotors to part circles. Keeping the central control current will enable it to more efficiently handle your irrigation needs because the computer's models will match what is found on the golf course. Backing up the information saved on your computer is a good habit to get into, as backed up information can prevent downtime and inconvenience in the event of computer failure or loss of data.

In many cases, even a finely tuned system may be unable to deliver water where needed. This can be a result of improper installation or poor maintenance practices.

Potential Solutions

One of the simplest methods to water an area without coverage from automatic irrigation can be to set up roller bases. Roller bases are fast to set up allowing water to be distributed wherever the hose may reach from your point of connection. However, as simple as roller bases may be, there are some drawbacks to this potential solution. Hoses can be cumbersome and unsightly to golfers, staff are required to move sprinklers around, and in most cases run times for the roller bases cannot be set automatically resulting in the sprinkler delivering too much or not

enough water. In some cases, such as localized dry spots, hand watering is often the best solution allowing the exact area to receive sufficient water to wet the entire soil profile. In some instances these methods may not efficiently meet your irrigation needs.



A roller base is utilized to water new sod.

Adding heads or turf valves is one of the most common options used by superintendents to increase irrigated areas. In many cases, capabilities of an irrigation system may make it difficult to expand. Often, the added demand for water is not the greatest challenge. Instead, the ability to expand control systems to automate these added heads can be too difficult or expensive to make the practice worthwhile. For example, if the nearest satellite box to an added head has no more room to add additional stations, and combining the new station with an existing station is not an option, it may be worthwhile to add another satellite box. Unfortunately, this is an expensive option considering the expense of the components of the satellite box and pulling the appropriate power and communication utilities.



A remote timer has been used to control the electric valve for a zone.

In recent years, wireless heads have been introduced to the market. These heads may be able to overcome some of the above challenges. Through utilizing solar technology and wireless paging systems these heads can communicate directly with the central control system negating the need for any wires to accompany the head. As a result, time and money can be saved. For many situations these heads may be the solution. Unfortunately, not all irrigation systems may be capable of supporting the technology that comes with wireless heads.

Remote timers have been around for some time in both residential, commercial and golf course irrigation. These timers are easy to install and can fit most budgets. Timers can be coupled to the solenoids of new heads or for multiple heads a timer can match with an electric valve to control a zone. The timers are available in both analog and digital models allowing the operator to set multiple run times and schedules for the controlled area. Some timers have the ability to connect to a remote rain censor, further allowing you to control and manage your irrigation needs.

As water restrictions increase and irrigation technology continues to evolve it will be interesting to see what new options and practices will be available to golf courses everywhere. In the mean time, the enclosed techniques and practices can prove to be useful tools to better manage or utilize your irrigation system. Although only a few points were discussed in this article there are many other innovative practical solutions to irrigation challenges faced by superintendents every day. It's always interesting to share these points to allow us to improve on both our irrigation efficiency and overall job efficiency.

The way we were

Can you identify the person in this picture?
To see if you are correct turn to page 34.



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STAFF RETENTION:

TEN TIPS FOR HIRING THE RIGHT PEOPLE AND KEEPING STAFF ENTHUSED!

by Dr. Lynda Pinnington

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In a seasonal business, hiring staff is a constant fact of life which can be a very costly task. Consider advertising, staff time to review applications, interview and train new employees, as well as the time it takes before new employees are fully able to perform all their job duties, and the final figure might really surprise any manager. It goes without saying, then, that it is really important to make sure we make good hiring decisions in the first place. And when we have hired good people, it is equally important to provide good supervision to encourage them to stay and commit to more than just short term employment. Minimizing staff turnover is a key component of people management in any organization. Here are ten tips that might help.

Hire the Right People

1. Plan your approach. Before drawing up questions or putting an ad in the newspaper, think about the job by asking yourself a few questions. What will the person be doing in the job (be as specific as possible)? In the past, what people have been most successful in the job? What were their qualifications? What specific skills are needed to perform effectively in the job (physical strength for lifting, stamina for standing long periods of time, public relations to deal with customers, ability to operate equipment, math skills to total up bills etc.)? Will the person be working alone or as part of a team?

2. Determine the best way to gather the information needed to make a hiring decision. Make a list of the qualities and skills you wish to assess during the hiring process. Then develop ways to gather information that will give you an accurate picture of each applicant's ability. It's important to be creative here. Just asking a question such as, "Are you reliable?" will usually generate a "yes" response and you will have no idea whether or not that is a true statement. Here are some ideas:

- An applicant can be asked to demonstrate a skill such as operating a piece of equipment
- Ask for examples from previous experience which demonstrate a particular skill
- Use role plays to see how applicants handle typical customer situations
- If math skills are important, give applicants a math test
- Give examples of typical problems which might be encountered on the job and ask applicants how they would deal with them

3. Have a plan for the interview before you start.

Make sure you allow sufficient time for each interview. Put applicants at ease immediately and try to maintain a positive

rapport throughout. It is only natural for people to be nervous on a job interview. In fact, the more important the job is to the person, the more nervous they might be. The more nervous a person is, the more difficult it will be to get a true picture of what they might be like as an employee. Try not to leave them waiting too long before you begin. Introduce yourself and any others who are participating in the interview. If appropriate, show them around the area where they might be working. Start the interview with a bit of "chit-chat" about the weather or the hockey game just to get the conversation going.

4. Ask the right questions to get the information you need.

Ask specific questions related to the position and the skills and qualities you have identified as being critical for success in the position. There is no point in asking irrelevant questions such as "what is the last book you read". That might be very appropriate for a job working in a library, but it would be difficult to explain how that was relevant to working at a golf course. Don't just make up a list of questions. Make sure everything you ask is directly related to the job. Not only will you get more relevant information to help you make better hiring decisions, you will also stay clear of any potential for charges of discriminatory hiring practices.

Try to ask "open" questions where possible. These are questions which require more than one word to answer and are generally the best type to gather information. "What did you like best about your previous job?" is a better question than "Did you like your last job?"

5. Remember that the hiring process is a two way street.

While you are trying to get a good sense of whether or not this person is right for you to hire, it is also important to give the applicant a chance to assess whether this is the right job for him or her. Don't oversell the job or the organization. Try to be realistic about working conditions, hours, your expectations. It is much better to give applicants a true sense of the job rather than have them quit after a few days because it is not what they expected. Give applicants an opportunity to ask questions. Be courteous during the interview by listening with your whole attention. Make sure there are no distractions such as ringing telephones or interruptions from other staff.

Keeping Good Staff

1. Set clear, specific expectations. Often, one of the most challenging aspects of a supervisor's or manager's job is to verbalize expectations to staff. Too often we hear comments such as, "use your common sense", "I shouldn't have to tell you that", or "you should have been able to

figure that out". Be explicit and clear regarding your expectations about quality of work, quantity of work, getting along with others, punctuality, attendance, dress code etc. It's much easier to do this right at the beginning of a person's employment or at the beginning of each season than it is to try to correct problems after the fact. One golf course manager found this out the hard way when a new employee came to work in what the manager considered to be inappropriate attire. The employee reacted negatively to being told the clothes were not suitable and a stand-off resulted in the employee quitting in a huff after only a couple of weeks on the job.

2. Treat employees with respect. Loyalty creates loyalty. If we want staff to be loyal and do a good job, we also have to treat them with respect. Many golf courses try to create a sense of pride and ownership with their staff in a variety of ways. Staff clothing with organizational logos, bonuses for staying the entire season, guarantees of a job the next season, employee discounts for purchasing products or services are but a few ideas. Asking for and listening to employee suggestions, and having team meetings where people are encouraged to share their ideas are both excellent ways of creating employee loyalty. Recently a large organization found the cause of high employee turnover in a particular department could be traced to one particular supervisor whose standard response to any employee question was, "Don't ask so many questions. Just do what I tell you." The seasonal staff, mostly university students, were just not interested in working in an organization where ideas and questions were clearly not welcomed.

3. Set fair and reasonable rules. Rules are important to ensure consistency and a sense of order in the organization. However, make sure those rules make sense and are perceived to be fairly administered. A young man recently quit a job where he felt he was treated very unfairly. This particular employer had a time clock punch-in system and this employee's start time was eight o'clock. One morning he arrived in the parking lot about ten minutes before eight in plenty of time to punch in. However, as he was getting out of his car, he was called over by a customer who asked for assistance. Helping the customer took almost ten minutes and by the time he got to the clock he was a minute late punching in. This one minute of "tardiness" resulted in having his pay docked fifteen minutes and a reprimand from his boss. The employee was upset and started sending out resumes that very day. What's your opinion? Do you think the supervisor was justified in punishing the employee? Or do you think the supervisor should have been pleased that a seasonal employee was responsive to a customer request? This relates directly to our first point. Be clear on your expectations. What is more important to you and your business—is it punctuality or customer service? Should the employee have told the customer,

"Sorry, I can't help you; I have to go punch in"?

4. Try to find win-win approaches that work for both the employer and the employee. A good number of seasonal employees are students. If you ask students to describe the ideal summer job, they will often list three factors: able to earn enough money for school, a decent way to spend the summer, and a job to return to each year. When employers complain that they can't get good help or that people don't come back from one year to the next, it is usually a good idea to do a bit of a reality check on these three factors. One student was offered a job at two fairly high quality golf courses. The pay was the same at each and the job duties similar. At one course, staff was only allowed to play golf twice a month on Monday afternoons after 2 pm. At the second course, staff was allowed to play golf any time and as often as they wished. Being an avid golfer, the student naturally chose the second course. He returned for three seasons, starting in the back shop and in his final season was a key staff member in the pro shop. The first course missed out on a reliable, capable employee simply through their restrictive policy on staff playing privileges.

5. People appreciate feedback. Most of us have had experiences with poor employees; but we also know that the vast majority of employees are hard-working, conscientious people who want to do the best job they can. Most people also really appreciate receiving feedback about what they have done well and what they could do better. A teenage hockey player was comparing coaches he had had in his hockey career. He said his favourite coach was one who made some kind of comment to every player every time they came off the ice after a shift. The coach would say something such as "nice pass" or "you should have passed instead of taking the shot". This teen wanted to know what he had done well, not only as a motivator, but also to give him guidance to go out and do that again. He also wanted to know what he had not done well so he could go out and be better on the next shift. Notice, as well, that the coach was giving this feedback frequently during each game and not just at the end of the game or the end of the season. Think about it. How helpful would it have been to those players if the coach had saved feedback for the end of the season: "Remember that game against the Flyers in October—you shouldn't have taken that shot in the second period"? One of the most proactive things managers and supervisors can do to encourage good performance and motivate staff is to give frequent, sincere feedback. The old "unless you hear from me assume everything is okay" approach is not effective—neither as a motivator, nor for encouraging good performance.

Managing staff is not an easy task; but leading a team of highly motivated, productive employees can be a very rewarding experience. Hopefully, these tips will help you become a more effective manager or supervisor.



by Katerina Jordan
Assistant Professor
Department of Plant
Agriculture, U of G

News from the GTI Diagnostic Lab

Spring came fast in Ontario and the GTI Turf Diagnostic lab has been in full gear since mid-April. We started off the season with the usual lingering snow mold samples, but as the spring wore on, we were seeing an inordinate number of diseased creeping bentgrass samples coming into the lab. The first samples in early to mid-April came from Alberta, but ones from Ontario soon followed. Based on what we were seeing in the roots, and the fact that annual bluegrass plants were unaffected, we diagnosed most of these samples with Take-all patch – caused by the fungus *Gaeumannomyces graminis*. Many superintendents were surprised to find they had take-all patch as:

- 1) not all samples were coming from greens that were sand-based,
- 2) many of the samples were from greens that were more than 10 years old, and
- 3) classic patch-like symptoms were not evident on the turf.

Although take-all patch is generally considered to be a disease of relatively newly constructed sand-based greens, it most definitely can be found on older greens with any type of root zone. And although the disease is believed to decline over time as the pathogen is a poor competitor in the soil, the ideal environmental conditions (cycling of cool, wet weather and warm, dry spells) that were present for most of the early spring were an overriding factor in development of the disease. Combine the weather with the fact that *G. graminis* thrives in high pH soils as are found in this region, take-all was almost everywhere bentgrass was. The lack of patch-like symptoms was primarily the case on the older greens, where there was more annual bluegrass intermixed with the bentgrass. As the pathogen will not infect *Poa annua*, these plants stayed healthy while the bentgrass plants withered away. That led to a more mottled appearance of the necrotic tissue than would typically be seen on a pure bentgrass stand. Although the season for take-all patch is just about past, keep in mind that if the summer is as warm and dry as predicted, then many of you whose root systems were weakened by infection with *G. graminis* may be in for a very busy summer. In the meantime, here are some tips for strengthening your roots: Keep an eye on your thatch levels, and consider vertical mowing (on a cool day) to remove some of that material. Also make sure your fertility is adequate, but avoid heavy

amounts of quick-release nitrogen as that will allocate resources to top growth rather than roots. Try to push your roots to go deeper by irrigating only when needed. However, if your root system is already very weakened, you may have to water lightly and frequently at first to make sure your plants are getting what they need. You can try increasing the time between irrigation slowly to train your roots downward. If your soil is somewhat compacted, consider pencil tine aerification through the summer to create air spaces for those roots to go.

As for other diseases that we have been seeing more recently – *Pythium* root dysfunction did appear in a few places, but the infections were not as bad as we might have thought considering the cool, wet weather. We did see a few samples of Fusarium patch (*Microdochium nivale*) and yellow patch (*Rhizoctonia cerealis*), but fortunately these diseases have quieted down with the warmer weather. That said, anthracnose (*Colletotrichum graminicola*) will likely start showing up as the temperatures increase as well. If you have had a history of this disease, be diligent with your preventive fungicide applications as curative controls are much less effective. Dollar spot (*Sclerotinia homeocarpa*) has been seen on a few courses around Ontario, so be sure to keep that in check as well. Just be careful with repeated applications of the same class of fungicide as *S. homeocarpa* is known to develop resistance to the DMI or sterol inhibitor fungicides and benzimidazoles (thiophanate-methyl) quite readily. High temperatures combined with humidity will also likely bring brown patch (*Rhizoctonia solani*) and *Pythium* blight. Make sure you keep up with your scouting and look for any signs of fungal mycelium in the early morning hours. Also be careful with your irrigation practices. Water in the morning and syringe in the afternoon as evening and night watering will promote fungal growth. Finally, we have seen a number of samples of annual bluegrass with runner mycelium in the roots, indicating that summer patch (*Magnaporthe poae*) is gearing up for the summer. Dr. Brenda Nailor and Tim Steen wrote an informative article in the May issue of *Green is Beautiful* on monitoring environmental conditions and keeping good IPM records to effectively combat this potentially devastating disease. Refer to that article if you have had problems with summer patch in the past or worry that you may have issues with it this season. One thing to remember is that if you are applying fungicides to either prevent or cure a root disease, you must apply them in at least 5 gallons of water per 1000 ft², or you'll need to water the product in

before it dries on the leaves (about 2-4 mm of irrigation should get it down to the root zone). This is because with the exception of fosetyl-Al all systemic fungicides registered for turfgrass are xylem-mobile and as such only move upward in the plant.

One of the keys to preventing major turf loss is being as observant as possible. Take a look at the surrounds of your greens as you mow each day to look for any signs of fungal activity and keep good records of precipitation and temperature. A hand lens is a must for any turf manager as you can see a number of fungal signs (e.g. acervuli with anthracnose) yourself with just a little magnification. And if you are in doubt and unable to diagnose a potential disease yourself, send a sample to a diagnostic lab that you are comfortable with. For updated information on the GTI diagnostic laboratory, pest activity throughout Ontario, or general management information, be sure to visit OMAFRA's Turfgrass Management Agriphone each week at: <http://apps.omafra.gov.on.ca/scripts/english/crops/agriphone/index.asp#Turfgrass>

Erica Gunn and I at the GTI Turfgrass Diagnostic Clinic wish you the best this summer and please feel free to call us at the turf clinic if you have any questions regarding turfgrass diseases or other issues: 519-824-4120 x 58873. Should you have any questions about our lab or need instructions on how to submit a sample, please visit our website at: http://www.uoguelph.ca/GTI/turf_diag/

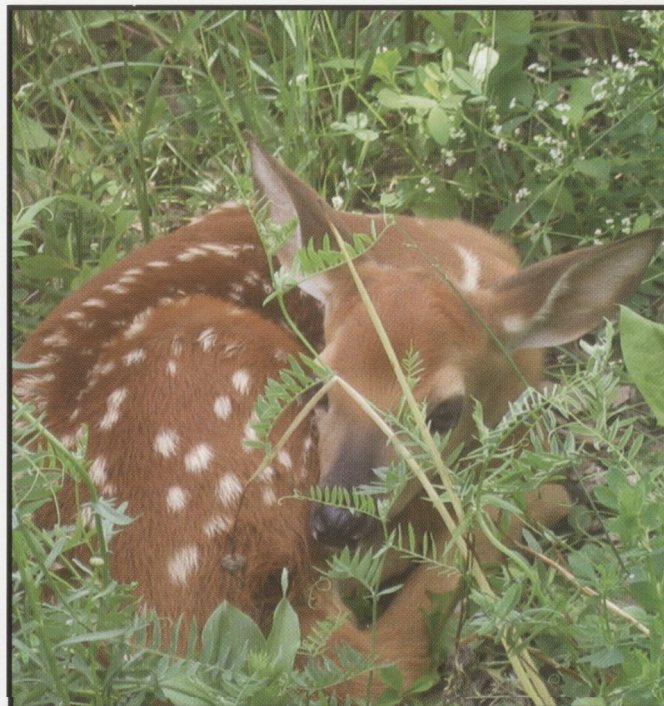


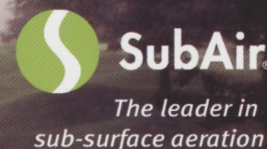
PHOTO OF THE YEAR COMPETITION

Get your photos in now for this year's *Green is Beautiful* photo of the year competition. The criteria for awarding the best photo is divided into five categories: golf course, projects, landscaping, wildlife, and finally, best overall. The recipient's photo is judged by the Editorial Advisory committee. This photo was recently submitted by Bill Fach from Black Bear Ridge Golf Club.



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Member profile

Interview with Ryan Beauchamp

by Jason Ireton
Plant Products

Ryan Beauchamp, started his career as a caddy at Summerlea Golf Club in Ille Perreault, Quebec. While still in his teens, his family moved to Southwestern Ontario, at which time he began working at the St. Thomas Golf & Country Club in Union, Ontario. Past OGSA president, Tom Unsworth, was the Union course superintendent at the time and when Tom retired, Rhod Trainor took over the St. Thomas course operations. As long as he can remember Ryan has loved the outdoors and felt he would have a better chance at earning an income grooming the course rather than playing it.



"I was fortunate to apprentice under Rhod as his assistant, for a number of years. The biggest influence on my life and career have been Rhod Trainor and Dave Jarrett, past greens chairman, supporter of my profession, and friend. "

During his apprenticeship he found time to attend the University of Guelph and later continued his education at Fanshawe College School of Business. Following Rhod's departure to Hamilton Golf & Country Club, Ryan was promoted to superintendent at St. Thomas.

Like many superintendents, every morning you will find Ryan walking the course. He feels that his greatest accomplishment is evolving the St. Thomas Golf & Country Club into a top 100 golf course in Canada, and attributes part of his success to his "Type A" personality. He insists on organization, as it is the key to success. As a manager he maintains a good relationship with his staff, maximizing productivity by emphasizing teamwork and skill development, and supports an open door policy....communication is key.

Ryan has many fond memories but recounts the time Moe Norman came to visit at St. Thomas Golf & Country Club, as he often did. He and Ryan had their picture taken on the 15th hole during a tour around the course. Regrettably, Moe died shortly thereafter.

When asked what he does to get his mind off the course, he answered without hesitation ... boating. The Beauchamp's favourite vacation place is Florida, where they have friends and visit in the winter.

After 16 years as superintendent, the completion of a 10 year long range course improvement project, the host of three provincial championships and one national championship, the opportunity to take on Glen Abbey became an attractive challenge. Glen Abbey, agronomically, is very similar to St Thomas. After 25 years at the St Thomas Golf & Country Club, ClubLink's Glen Abbey offers the opportunity to apply his business skills and turf knowledge necessary to manage the environmentally difficult areas of the Glen Abbey course.

"I am looking forward to the challenges ahead and thank my wife and kids for their support to move to a new community at Glen Abbey. My wife Sarah is my greatest supporter. I know I am where I am today because of her continuous encouragement. My children are Adam 10 yr & Hannah 8yr, who constantly ask when Tiger and Mike are coming to play, Chantal 18yr and Keenan 15yr."

Ryan is a 20 year member of the OGSA. He emphasizes the importance of membership in our association and others, as it pools together all areas of the turf industry and allows you the opportunity to communicate. Education and support are a must in the turf business and the OGSA organizes and facilitates numerous educational and supportive components.

In closing our interview, I asked Ryan what he felt were words to live by.

"You can't control mother nature...just fix her mistakes."

"In the Hot Seat"

- | | |
|---|--|
| • Favourite Major? | The British Open |
| • Best piece of turf equipment ever? | Remote Irrigation & Central Control |
| • Favourite golf course designer? | Stanley Thompson |
| • Ultimate foursome...you and what three? | Jack Nicklaus, Moe Norman, Alice Cooper |
| • Lowest round ever and where? | 71 at Stone Tree, Owen Sound |
| • This year's Stanley Cup pick? | Carolina |
| • Favourite movie? | Monty Python's Holy Grail |
| • Favourite Meal? | Chinese |
| • Favourite course outside of Canada? | Pebble Beach |
| • What's in your CD player right now? | Pink Floyd, Division Bell |
| • Rate your home lawn on a scale of one to ten (1 worst, 10 best). | 2 – but has potential. Plan on calling "The WeedMan" |
| • What would envision yourself doing if you weren't working in the turf industry? | "I can't envision myself not in the turf industry, it's who I am, and I am very content in my profession." |

Golf course highlight

Black Bear Ridge Golf Course

501 Harmony Road
Belleville ON K8N 5J1
Golf Course Superintendent:
Bill Fach
Email: bill.fach@sympatico.ca
Website: www.blackbearridge.ca



#17 from tee

What county is your club located in?

Hastings County

Is your club private, semi private, public, resort or municipal?

Public

Number of Rounds?

Just opened: May had 9,000

Typical opening and closing date

3rd week in April to November 1

How many years have you been a superintendent?

28 years

How many years have you been an OGSA member?

27 years

Accomplishments:

CGCS since 1986

MS since 1996

CGSA Board (8 years)

CGSA President (2002)

OGSA Board (6 years)

How many year round staff?

1

How many seasonal staff?

16

How many mechanics and assistants?

Assistant Gary Stadnek

Mechanic Rick Putman

How many gardening staff?

1 Lesa Stadnek

COURSE STATISTICS

How many holes?

18 regulation, opening June 20 short 9 course

What is the yardage from back and forward tees?

Black 7154 yards

Blue 6746 yards

White 6324 yards

Red 5644 yards

Green 5194 yards

Size & length of driving range and range tee:

2 ranges about 18 acres each, 300+ yards long with over an acre of teeing area each

How many bunkers?

30

How many ponds, and/or how many times does water come into play?

7 ponds affecting 8 holes and creek affecting 3 holes

Who was the original architect?

Owner Brian Magee

What was the year of original construction?

2003 and 2004

What is the size of your maintenance shop?

Working out of an old barn and shed With total area of 6,500 square feet

What type of irrigation system?

Toro Osmac

What is the size of the greens, tees & fairways?

1.7 hectares of greens

1.5 hectares of tees

11 hectares of fairways

What is your predominant grass?

Poa Bent with Bent on greens, tees and Fairways (dominant extreme)

How many USGA greens and how many loam greens?

California greens

What is the predominant soil type?

97% sand

What equipment do you have in inventory?

6 Toro 1000 walkers

4 Jake flex walkers

2 Jake tee walkers

5 Jake greens king 5

1 Jake tri king

2 Jake 3400 fairway mower

1 Jake ar3 rotary

1 Jake ar5 rotary

1 Jake hr5111 rotary

3 Workhorse utility carts

6 Jake 1200 hauler carts

2 Jake Cushman truckster

1 Toro Workman

2 Jake 4800 commander utility carts

3 EZGO golf carts

2 Ryan GA- 24

1 Bannerman fairway slicer

1 Toro 300 gallon sprayer

1 Ryan sod cutter

1 Buffalo leaf blower

1 TyCrop topdresser

1 John Deere tractor

1 Massey tractor

1 Lely fertilizer spreader

3 ProTurf fertilizers spreaders

1 Stihl hand blower

3 Stihl chain saws

3 Stihl weed trimmers

1 dump trailer

12 utility trailers

1 portable welder/generator

1 3-point hitch roto-tiller

2 – Toro Transpro Greens Mower Trailers

2 – Toro Transpro Adjustable Trailers

1 – Turfco Pro Sod Cutter

7 – MTD 3.5 Tecumseh pushmowers

2 – Toro Greenmaster 1600

6 – Toro Greenmaster 21

1 – Express Dual Grinder

1 – Express Dual Bedknife Grinder

OTHER COURSE INFORMATION

What projects have you recently completed?

3 tee decks and just finished landscaping around new Pro Shop

What long range plans for renovation do you have in the next five years?

Building clubhouse, maintenance building and teaching centre buildings. Adding 5 sand traps

Are there any particular challenges you face with your property?

Yes, it is a very stony property, problem doing any coring on fairways until I can build up a sand base by topdressing.

Do you have any success stories?

Staying a superintendent for 28 years.

Bunkers Fit For A King

Weston Golf and Country Club's 2005 Bunker Renovation

by Justin Parsons, Assistant Superintendent

Trafalgar Golf & Country Club

photos by Magdalena Ciecierski

The task of completely overhauling every single bunker on your golf course in just a handful of months seems daunting enough. Consider that the construction is to begin amongst recovery from severe damage suffered from the devastating spring we had last year. While you are at it, throw in the fact that the project has to be completed on time since one of the most revered golfers the game has ever seen is coming to play in the biggest event your club has ever hosted. If you can wrap your head around all this, you can begin to understand what the Weston turf team, headed by Superintendent Rob Ackermann, faced last season.



Bunkers, like any other area on a golf course, are not immune to the changes that time inflicts on a piece of land. At Weston, the shape had been lost, the depth had been compromised and over-aggressive edging had left them feeble and in desperate need of an overhaul. The plan to address the bunkers had been in place before Ackermann took over as superintendent in 2002. But the focus and spirit of the project shifted once Ackermann realized what he was dealing with.

To call this simply a bunker renovation is a serious misread of the size and scale of the project. After all, if you are going to spend hundreds of thousands of dollars upgrading your golf course, you had better make sure you have the infrastructure to maintain the integrity of those upgrades. Ackermann calls this, "looking after the investment". For the club, this meant a significant irrigation system upgrade.

As a result, this project actually started three years prior to the 2005 season with the club upgrading their satellites and

central. The following year, Ackermann's team replaced all the pipe from the feed to the green, complete with new isolation valves and independent head control. The club also improved its watering abilities by upgrading and adding heads for both greens and surrounds.



The flexibility that these changes provided the club was essential for Ackermann. Having no perimeter water led to an overall decline in the quality of turf for all of their green sites. Not only had bunker faces dried out, but annual bluegrass had infested surround areas causing perpetual issues with poor lies. The other consideration is being able to control the way your bunkers play on a daily basis without affecting the green itself. As Ackermann says, "you need water to maintain firmness; I don't care what kind of sand you have".



With the infrastructure in place, Ackermann and his team of Carrick Design and Turf Drain International were ready to

move forward with the renovation. The next step was removing the old material and digging into the ground further to recapture the character these bunkers had lost over the past 90 years. This stage of the construction turned out to be a bit of a surprise. Getting rid of the old material was a huge expense and one that Ackermann reminds other superintendents not to underestimate.

Ackermann admits he would have liked to have removed even more material. "I wish we had dug deeper because you would not believe how the sand and sod soften the look of everything". Nevertheless, once the depth was achieved, the shape of the bunkers was roughed in, topsoil was added, and the edges were hand-tamped.

Drainage was also installed, with one main line of socked tile in a 12 by 14 inch trench, running down the center of each bunker with an outlet to an appropriate location. In some cases, this meant trenching hundreds of feet or more. In total, 15,000 ft. of drain tile was used.

The next stage was painting lines and cutting out material to give them their character. The classic, Hugh Wilson designed, Merion Golf Club, in Pennsylvania was a source of inspiration. Ackermann calls it the "knuckle look", where a series of triangles, squares and rectangles are cut into the edges with the grass folding over into the bunker. All the while a smooth ridgeline runs across the face of the surround providing an engaging contrast as one approaches the green from the fairway. This classic look is enhanced by the shaggy height of cut around the capes and bays of the bunkers which is achieved by using a flymow with a ring on the bottom.



Ackermann and the design team of Doug Carrick and Ian Andrew had a few goals in mind when recreating the look. "We wanted to be sympathetic to the original design, but bring back the aesthetic appeal. The concept was a parkland course with smooth lines." The end result is a boldness and sense of intimidation that is restored to the green site. Indeed the strong ridgelines not only help define the green but they also, in some instances, hide the green, which helps taunt a golfer's sense of depth.

The last step was adding angular sand; 1600 tons to be exact. Once the bunkers were complete, the surrounds were stripped, prepped and sodded. From there, it was a matter of keeping the sod wet until establishment. Ackermann is quick to point out that keeping 600,000 sq. ft of sod wet is no easy task, especially considering how hot last summer was.

Ackermann strongly believes in preparation. He says that estimating is one of the biggest keys to success. Rather than relying solely on the contractor or architect, Ackermann feels it is crucial that a superintendent do his own homework. He went to every bunker, including the surrounding construction site area and worked out the numbers himself. He even drove to London to investigate the sock for the drainage tile. "This

gave me confidence. I was rock solid on the budget because the numbers were mine." Ackermann stresses the value of being able to trust the numbers. "Ultimately, this is important because the superintendent holds final responsibility and accountability".

Having confidence was critical for Ackermann who was on a strict deadline. Construction had to be finished by



September 10th, because the following day Arnold Palmer was to return to the site of his first ever PGA Tour win. In 1955, he won the Canadian Open at Weston and the club was celebrating the 50th anniversary of his victory with an event called "The Return of the King". In many respects, this was the driving force behind the entire project.

With all eyes on the golf course, Ackermann and his crew wanted the place to be shining. A three year renovation project was indeed complete and ready for the 62 time tour champion. Well, almost. Ackermann chuckles as he admits that three truck loads of sod had not actually rooted in time for Palmers arrival. But the King, none the wiser, was impressed. When the pro at Weston, Herb Holzscheiter, asked him what he thought of the changes, he simply said, "I like what they've done".

Ackermann is quick to share the praise with the many people involved in the project. "A renovation like this couldn't happen without great people – everyone on my team has HUGE shoulders!". He believes that having a committed board is crucial to the success of any major project. Indeed, he has high praise for the other two members of the club committee which oversaw the project, Holzscheiter and the Greens Chairman Leo DiMarco.

His maintenance staff also played a huge role in the efficiency and success of the construction. Whether it was cutting through old 8 inch steel pipe, adding sand, hand-watering, or the countless hours hand-digging their locates, his staff was right behind him every step of the way. Perhaps one of Ackermann's staff put it best when he modestly said, "for every grain of sand there's a bead of sweat behind it".



2006 CAN-AM CHALLENGE

by Chris Andrejicka
OGSA Director of Golf Events



The 2006 CAN/AM contingency. Canadians in the red hats and the Americans in the blue hats

The 24th annual Can-Am Challenge took place on American soil at Westwynd Golf Club in Rochester Hills, Michigan. It was a beautiful day as temperatures reached the 70-degree mark. The wind was up a little which did affect the playing capabilities of numerous superintendents, yet Fritz McMullen of Forest Lake Country Club shot a low gross score of 77. Darren O'Reilly of Oakland University posted a net score of 70 to lead the field of stiff competitors.

The "Cup" Competition was fierce. There were a total of 15, 2-man best ball matches. The Canadians battled the partisan American fan base and came as close as possible since 1993 to win the cup back, but instead they came away with a 7.5 to 7.5 point match split. With the Americans as

reigning champs from 2005, and they were able to retain the "Cup" for another year.

Chris Andrejicka, of Essex Golf & Country Club, was proud of his Canadian teammates and stated: "I could not be prouder of how our team performed in this situation. The competition is and has been intense between our countries and next year with this same effort and competing on our own soil I feel we can win the "Cup".

Mike Jones of Lochmoor Club said of his American superintendents: "We (Americans & Canadians) look forward to this competition each spring. The Canadians came to play this year and could have easily walked away with the trophy that we have had for awhile. We will be ready to defend our title in 2007."



A beautiful spring day at Westwynd



The Can-Am "experience", competing for your local association and your country as well

There were a number of awards available to those participants that could display their talents on the golf course.

Closest to the Pin #4	Darren O'Reilly	USA	Oakland University
Closest to the Pin #13	Jerry McVety	USA	Davey Golf/Oakhurst
Longest Drive #3	Kelly Barnet	CAN	Fox Glen Golf Club
Longest Drive #14	Aaron McMaster	USA	Orchard Lake C.C.

Four Competitors out performed others on the following holes in order to win skins, they were:

#1	Birdie 3	Kelly Barnet	CAN	Fox Glen Golf Club
#3	Birdie 4	Greg Anderson	CAN	Podolinsky Equipment
#6	Birdie 2	Wayne Rath	CAN	Magna Golf Club
#14	Eagle 3	Paul Brown	CAN	Sarnia Golf & Curling Club

We want to give thanks to our fine hosts at Westwynd. Darron Crouse, Superintendent, and his staff had the course in tournament condition for this group of professionals. Their efforts and those of the pro shop and food services were greatly appreciated. Thank you again for hosting this great event.

If you have not played in this event you should. Hopefully we will see you next year in Canada.!



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PRO/SUPER CHALLENGE

by Chris Andrejicka

OGSA Director of Golf Events

photo courtesy of the Weston greens crew

The 2006 Pro/Super Challenge held at Weston Golf and Country Club was a huge success. Sixty two teams survived the oppressive heat and humidity for a enjoyable day. Golf course conditions were superb. Host Rob Ackermann should be congratulated for providing a fair but challenging playing experience. Head Pro, Herb Holzscheiter was a gracious host and his staff did a wonderful job. The heat didn't seem to have any affect on this year's champions from Parry Sound Golf Club, Superintendent, Jeff Alexander and Golf Professional, Scott Cowx. Congratulations to both for a great round. The standings were as follows:



L-R Parry Sound Winning Team Superintendent Jeff Alexander & Golf Professional Scott Cowx With Chris Andrejicka, OGSA Director

1 st	Jeff Alexander/Scott Cowx	Parry Sound
2 nd	Darren Little/Mike Moniz	Cedar Brae
3 rd	Mark Prieur/Frazer McIntyre	Trafalgar
4 th	Chris Dew/Keir Smith	The National
5 th	Neil Acton/Frank Campanelli	Deer Creek

Closest to the pin — Owen Russell (super) Doug Lawrie (pro)
Longest Drive — Thom Charters (super) Chris Jones (pro)

There were no skins awarded and the tournament committee decided to have a team blind draw to distribute the purse. Many thanks to Dorothy Hills and the office staff for all their efforts in making the Pro/Super challenge a great success.

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THE FRAZ

by John Bladon,
Nu-Gro Ltd.

Canadian golf and golfers lost a great friend and supporter in 2000 when the Toronto Star's veteran golf writer Rick Fraser, known to the golfing community as "The Fraz" passed away.

To perpetuate his memory, the Greater Toronto Area Golf Association has named its annual Media Day, which promotes the Toronto Star Amateur and the Toronto Star Women's Amateur, in Rick's honour. This year's event was held at the beautiful Scarboro Golf and Country Club and host Superintendent, Keith Rasmus, presented us with a superbly conditioned product. The day, organized by Glenn "Goodie" Goodwin of the Star, salutes the sports journalists who have helped make the Greater Toronto Area the number one golf market in North America.

Glenn has been a long and ardent supporter of the OGSA and our continued inclusion in this event allows us the opportunity to communicate with the top writers and broadcasters from the golf and sporting community. Often we talk amongst ourselves and our industry about our successes, however, this event represents a significant opportunity to see some of those stories reach beyond and potentially facilitate a greater understanding of our profession. To that end, Glenn was recognized at the recent Ontario Golf Course Management Conference in



L-R Jarrod Barakett, Randy Booker, Glenn "Goodie" Goodwin and Chris Nelson

January, by outgoing President Paul Scenna, as a lifetime honorary member of the OGSA. Glenn was unable to attend the conference for health reasons and so OGSA director, Randy Booker, took a moment at the microphone during the ceremonies to recognize Glenn's new designation within the OGSA in the presence of his media peers. The applause was thunderous!

Some of the representation at the 6th annual "Fraz" Media Day included; The Toronto Star, The Toronto Sun, The National Post, The Hamilton Spectator, The Peterborough Examiner, The Barrie Examiner, The KW Record, Ontario Golf, Fairways Magazine, CITY-TV, Rogers Sportsnet, Global Sports, TSN and CBC.



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THE ROSSI TAPES TRANSCRIBED

by Tom Brain, Assistant Superintendent
Burlington Golf & Country Club

In January 2006, I had the opportunity to attend the Turf Management Short Course at Cornell University. Unquestionably, one of the appeals of attending the course was the chance to learn from Dr. Frank Rossi, one of the most highly regarded and more controversial turf researchers in North America. During that time, I had a chance to sit down and talk with Dr. Rossi about his history, his research and life in general.

GisB: *Could you share a little history with us and elaborate on how you arrived where you are now?*

FR: Sure. I grew up in metropolitan New York City and started pushing a lawn mower when I was a kid. Although we didn't have a lot of grass where I grew up, I immediately became enamored with it and how it grew. When I was 13 - 14 years old I gravitated to landscaping crews and worked on a couple of different ones. The owner of one was a member at Westchester Country Club and as he was going out of business, suggested that I contemplate golf course work. I was very young at the time and the thought had never crossed my mind. Anyway, he ended up getting me a job there. It turned out to be my haven!!! I took the train up to the golf course and worked every day from 6 to 3. I would work on the course during the day, go home for a few hours and then come back and park cars in the evening then patrol the course for vandals at night. Coming from the city, and not being a golfer, I was awed by the open green space. Anyway, I continued to work on courses through high school. While in high school I was directed to a junior college here in New York and I thought I'd complete a two-year degree and become a golf course superintendent. Back in the early eighties it wasn't like it is today, you got a two-year degree, worked as an assistant for a couple of years and you got a job. There were jobs everywhere. I went to school for two years then my adviser, Bob Edmonds, encouraged me to get a four-year degree and I went on to the University of Rhode Island. During that time, I was an intern at different golf courses in the northeast. I finished my Bachelors degree and became an assistant superintendent at the Greenwich Country Club in Connecticut. I worked there for a little over two years but became disillusioned. I didn't like the superintendent. I didn't think he was very professional. So I began to wonder about other avenues. I had a lot of respect for Jim Snow at the time who was a regional agronomist with the USGA and I remember thinking how great his job was. Of course, I wouldn't have to put up with golfers and those kinds of things! I went on to graduate school at the University of Rhode Island and got my Masters. When I graduated, there were no jobs at the USGA and I really didn't know what I was going to do. Ironically, I had a job offered to me in the Napa Valley, Sonoma County to be a grape extension specialist and a professor here at Cornell saw me speak at a meeting and asked if I would be interested in getting my Ph. D to which I promptly told him no. He bugged me and bugged me about it and being as I didn't feel like I had anything better to do, came here, and did my Ph. D. from 1988 to 1990. For two years, I was on the faculty at Michigan State then took a tenure job in Madison Wisconsin which lasted for four years before I came to Cornell in 1996. I have been doing extension and research here for the last decade and more recently, since I have been tenured here, have started teaching.

I teach four classes here at the University in turf. That's how I got here.

GisB: *Are you more interested in teaching, research or consulting?*

FR: I would have to say if I had to rank each of those things, my favourite would be doing research. I love doing research. We have a very active applied research program because of my time as a superintendent. I would sit at meetings, watch professors talk about their work and would say to myself why did he do that? He mows at 3/16", four days a week and he calls that putting green research??? That's not how we mow our putting greens. I really got a passion early on to do practical problem solving research. I wanted it to be meaningful to the superintendent. So far and away, I think that's my favourite thing to do. My next thing is teaching of any kind. Teaching adults, we call it extension, the turf short course is extension work. Consulting for us is a private enterprise. I like teaching and it is fascinating teaching adults! It's a totally different animal than teaching young students. You have to wade through all the misinformation that adults have received over time and try to get a good piece of information in there. With younger students they soak it up like a sponge. By nature, being attracted to this business, I'm a problem solver and like to believe that I think like a lot of superintendents. This is one of the common threads between us...we like to solve problems. We see problems and tend to be very imaginative in the way they get solved. I do some private consulting as well. I consulted on the reconstruction of Yankee Stadium, on Lambeau Field for the Green Bay Packers, a lot of golf course construction stuff and Audubon stuff. I have done a lot of natural resource management plans working with Audubon International for environmentally compatible golf courses. In the end though, research is my favourite thing.

GisB: *What really interesting research are you doing now?*

FR: Hmmm. I would say what's interesting to me, well, what interests me most is the real basic work that I am doing with my grad students that you don't hear a lot about. We just finished a four-year research project on potassium fertilization of sand based greens and looking at soil testing methodology as a means to determine potassium needs as well as plant responses. Far and away the biggest thing we learned is that we know less today than we did before we started this research because we ended up disproving a lot of things that the industry accepted as fact prior to the work having begun. I think we've done some great work on getting people to rethink soil-testing methodology and particularly, potassium fertilization. I think we've really kind of turned that on its head. One of the reasons we keep applying potassium is because of the current soil testing methodology, which is flawed. It's always saying we need it and yet we never measure response from adding it. That's the most interesting to me but, I think the most interesting to the industry, is our project where we have been evaluating biostimulants, organic and microbial products for their performance relative to standard management practices. We have found that they are great products, but they don't seem to perform very differently from ammonium sulphate, monammonium phosphosphate, potassium sulphate and iron. So

we are not seeing, what we believe, to be a huge benefit from using a lot of these products over standard grade fertilizer mixed with water.

I think the other exciting work we've been doing is this mower study we started a few years ago. We have been evaluating the different walk behind greens mowers available from the different manufacturers with various fixed and floating cutting heads. We found that when we released some of the data about how the different company's mowing products performed, there was some controversy about it. The first year we had a really wet year and so it biased really heavy fixed head mowers like the Toro 1000. They were devastating to the putting green. Of course research cannot account for the human element...would a good superintendent have adjusted the mowing height up so they weren't getting that injury? My answer would be yes but the fact is that initially many superintendents don't make that adjustment on soft greens and all you have to do is scalp once or twice and you get anthracnose like crazy. With that particular mower, there is very little margin for error. We have looked a lot at the discrepancies between bench height and field height, in other words to mow at 1/10th of an inch in the field we have got to set the Toro 1000 to 137/1000 of an inch. So it is about 40/1000 on an inch discrepancy between the bench and the field. That was another eye opening thing. Once we start talking about this mowing work, superintendents got really excited. It's funny it is something so fundamental...think about anything you do more than mowing...maybe watering...I doubt it...you mow every day. My interaction with these mowing companies has told me that they haven't been doing research in the mowing area probably for twenty years. I think all the innovations are coming from the superintendent talking to the equipment guy. The reel mower hasn't changed in 175 years. What we are doing is bringing an evaluation technique, a scientific evaluation technique to evaluating how mowers perform. I thought it was something they were already doing but it turns out not. Those are the three projects we've been working on that have been very exciting for us.

GisB: *You mentioned you are taking a sabbatical and going to Sweden. Why Sweden and what are you going there to do?*

FR: I got invited to speak in Sweden in September 2004 and I had a wonderful trip. I visited with the agronomists, with the people and toured the country. I was eligible for a sabbatical here at Cornell and I basically had such a good time there, such good interaction, that I floated the idea past the national director of their operations division. I asked if they would ever consider hosting me for a few months to work with the university people, their agronomists, travel around and man, I hadn't pushed the send button on an e-mail and two seconds later he was all over me to do it. So they were very receptive and it was a timing thing. It looked like I might go work in England with a soil testing company or end up in New Zealand but the best option ended up working with the Swedish golf federation. I'll be providing seminars, traveling with agronomists, meeting with golfers to get them excited about turfgrass research because the Swedish golf federation are now doling out a million dollars a year for turfgrass research coming directly from the golfer. I'm going to help them kick this campaign, this new funding initiative off by traveling around talking about research, interacting with the agronomists. There were two reasons they were really fond of me, #1 as you guys know in

Canada, I don't come up there saying "We do it in the states this way and that's the way you should do it." I think there are a lot of good ways to do things we end up doing them a specific way just because we have more money half the time. I suppose the other reason is a lot of our research has been focused on reducing pesticide use and the European Union is deeply concerned about pesticide use. They are banning pesticides throughout Scandinavia and so were really fascinated by our Bethpage research project. That project has gotten a lot more interest outside of the country than it has gotten in the United States. So those are the biggest reasons. They really are interested in having nice looking golf courses but will never spend the money we spend here. They really want to be smart about the way they do it and they don't really have a university education program for turfgrass managers or superintendents.

GisB: *Do you think we will be using chemical pesticides in ten years time? And if so what do you think we will be using?*

FR: For sure, I think we will still be using chemical pesticides. I think they will be very different though and we are already seeing that evolution to the new products now. In the US we have a product called Emerald from the BASF Company. It's almost primarily a dollar spot product used at about 5 grams to the acre. I think we will migrate to very target specific materials like that, no more broad spectrum products. I think they are going to be short lasting, much more biodegradable and more often than not, like Emerald and Heritage, are going to be naturally derived from some other biological process. I think at the same time what we are going to see is a shift to more integrated management where these biologicals and microbial products start getting used in an integrated fashion recognizing they are not going to give 100% control all year long. I think the future of pesticide use is going to be extremely low application rates but with an integrated approach using biologicals. Here's the bottom line. Golfer expectations are not going down. I don't believe it is a viable strategy to effectively try to ratchet down what golfers expect. We've screwed ourselves in delivering what we do and I don't think we are going to turn it back.

GisB: *On a more personal note, what is most important away from turfgrass? Do you have any hobbies?*

Oh yeah. My biggest hobby is my 3 kids. I have a teenager, a sophomore at the University of Utah, a 10 year old daughter in the fifth grade and my son is five. He is in nursery school and is going to start kindergarten next year. So I would say my biggest outside of work hobby is family. Then with each of them I have hobbies. My teenage daughter and I have always traveled a lot together. I do like to travel. It is one of my passions but I don't like to travel for work. My middle daughter, our hobby is the theatre, dance and music. So, we download music together; go to see plays and musicals. She studies acting and dance. With my son, the latest hobby is model rocketry. He has always been fascinated with space so we go to this hobby shop in town and get these model rockets. They come with these little charges like tiny motors but they are actually gun powder. We have built five since we bought our first, which, was pre-assembled. We've slowly graduated up and just built a two stage rocket that is two feet high with two motors in it. We launched a bunch off at Christmas time so I do that with him. For me, I am an occasional trail runner, cross country skier, golfer but my latest hobby inside has been transferring all our old analog

THE ROSSI TAPES TRANSCRIBED

continued...

family video to digital tape and dumping it into my computer. I have been making DVDs for the family of the last fifteen years of our lives and that consumes a lot of time. It's been great fun doing it.

GisB: *Do you have a favourite golf course?*

FR: I'm not an avid golfer, so I would have to qualify any answer. Let me say this, far and away the most spectacular golf course I have ever been on is Bandon Dunes in Oregon. I would say for me, an every day, kind of play around course. I actually really like our Cornell golf course. It is a fun little place to play because you can take chances. You can rip the ball and not get into too much trouble.

GisB: *Hockey or football?*

FR: I'm a baseball guy!! I grew up in New York in the shadows of Yankee stadium so I'm a die-hard New York Yankees fan! Although I followed the Giants and the Jets being from the city, I didn't take on a passion for watching American football until we lived in Wisconsin and I got to go to Lambeau and watch a game. You've got this football team in this rural market, like 70,000 people live in this town, and it's just a real passion so I have become a big Green Bay Packer fan. About hockey, let me say this, I don't think there is a better sport to watch live than hockey. It just doesn't translate to TV very well. I can't see the damn puck.

On the REEL side of things

by Mike Slack
Slack Reel Service



Backlapping-Is it a lost art?

Here is a maintenance term that we don't hear a lot about anymore. Has backlapping become a lost art? Likely one of the best tools we have at our disposal throughout the reel grinding cycle, and it may not be used to its full potential. Why?

Arguably, the most significant reason backlapping has fallen out of favour is the choice to spin grind versus relief grind. A spun ground reel lacks leading edge surface area, which is the key provision if backlapping is going to be considered in an equipment management regime. Secondly, it may not be a consideration because of lack of knowledge. Perhaps a few points will re-open this lost art as a potential tool.

Firstly, we need to be doing some sort of relief grinding to be successful with our lapping. Secondly, we need to choose the appropriate backlapping compound grit sizes. There are a number of compounds available ranging from 50, 80, 120 to 180 grit. Generally 120 and 80 are all any golf course maintenance operation needs. When selecting the appropriate compound, we must establish where the reel & bedknife wear pattern are. They may just need a light touch up and so a 120 grit compound is appropriate. A heavier lapping would require the 80 grit compound. A sound rule of thumb is as follows; if you are lapping a greens mower reel and the landing edge of the reel is one-third or less of the blade width, then usually 120 grit compound will suffice. Should your reel land be greater than one-third, then we ought to begin with the 80 grit first and finish with 120. Prior to starting, set the reel to bedknife as best

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as possible, even a touch on the snug side. Proceed with starting the lapper and begin by having the bedknife facing toward us, or, our reel standing on its back. By doing this, we can read what the reel edge is doing and identify problem spots on the cutting unit. To expand, once we start with a liberal amount of compound, the lapping compound will begin to 'spill' over the problem areas of our bedknife. The compound is allowed to pass, unobstructed, through the gap between our reel and bedknife. From there, concentrate the compound on the good areas as we need to lap, or, wear down to the bad areas. If gaining an edge is a challenge, start at the beginning and repeat all steps again.

Perhaps backlapping deserves our consideration. With all the newer mowing equipment in the marketplace today coming with backlapping option, more maintenance operations ought to be contemplating it to save the precious time required to sharpen. In the end, it will not replace our sharpening, but I believe it plays an invaluable role in our daily maintenance routines.

Mike will be happy to answer any of your questions, on a regular weekly basis, through the OGSA web site forum, "Turf Talk". To post a question or comment go to the Members Only Section of www.golfsupers.on.ca click on "Turf Talk" and start a new thread or click on an existing thread. If you have a problem using "Turf Talk" call the OGSA office at 877-824-6472 or 519-767-3341 and they will assist you.

THE PUBLIC PERCEPTION OF RISK

by Steve Gomme

Technical Representative - Turf Products

ENGAGE Agro Corporation

In recent years, the debate over the use of pesticides has grown dramatically within the Greater Toronto Area and other parts of Canada. Anyone associated with agriculture or turf maintenance has endured public or political pressure about the use of pesticides, most notably the “cosmetic” use of pesticides. When golf course superintendents are with the public or speaking with members, questions often arise about pesticide use on the golf course. Of course, this question comes only after the usual “what do you do in the winter?” question! Superintendents may feel like our industry is under a microscope due to comments, questions and actions by concerned citizens, environmentalists, health officials and/or municipal political figures with respect to pesticide use on the golf course. Decisions made by superintendents to use pesticides as well as the acceptance of new technologies are often coloured by public perceptions (Stephenson, *et. al.*, 2000), which is an important factor as everyone has differing opinions on what presents a “risk” to humans and the environment.

LD₅₀

People are exposed to different chemicals and toxins everyday, and some are known carcinogens and mutagens. New technology and equipment can detect very small concentrations of chemicals in our bodies and even in the environment. Toxicity is measured in terms of the amount of the compound per body weight (usually in mg/kg) while considering that there will be variation in the reaction of the organisms in the test group. Thus, the LD₅₀ is the dose that is lethal to 50% of a test population. Essentially, the LD₅₀ indicates the potential hazard of the product.

The following is a list of commonly used products from the most acutely toxic to the least acutely toxic, rated by their LD₅₀ values:

- | | | |
|---|------------------|--------------|
| 1. Vitamin D | MOST
↓ | |
| 2. Acetaminophen in Tylenol | | |
| 3. Caffeine in coffee | | |
| 4. Cream of Tartar food ingredient | | |
| 5. Comet disinfecting cleaner | | |
| 6. Diazinon insecticide | | |
| 7. Table Salt | | |
| 8. Killex herbicide (2, 4-D, mecoprop, dicamba) | | LEAST |

The Dose makes the Poison

Measuring the toxicity of a compound becomes very important when trying to determine the level of risk that compound presents to the public or environment. However, this measurement only takes into consideration half of the equation.

Risk is defined as:

RISK = HAZARD x EXPOSURE

Toxicity tests only determine the hazard a compound presents to an organism. The model does not take into consideration the “exposure” to these chemicals. Without the exposure, there is no risk. An analogy that could be used is if you never drive or are driven in a car, you will never have a car accident.

There are several important factors to consider when evaluating the risk a compound may have on an organism or the environment. These factors include:

- **Workers who make the product** (the chemists, engineers or manufacturers who may be exposed to the active ingredient during the formulation and manufacturing of a compound).
- **People who use the product** (the golf course spray technicians, agricultural spray technicians or the applicator for a lawn care company who may be exposed to the active ingredient during mixing).
- **Bystanders** (golfers, home owners, pets, children, etc.)
- **Consumers of the food or product** (the general public, animals or pets).
- **Environment** (water tables, wells, rivers, streams, lakes, non-target organisms, soil).
- **Route, manner or duration of exposure** (inhalation, oral, dermal, chronic or acute).

Putting the Risk into Perspective

Although most superintendents and industry representatives understand the toxicity levels of pesticides and the inherent risks associated with using them, relaying this information is often difficult, and at times is not perceived well or understood when speaking with the general public. The issue of pesticide use has become emotional, and therefore, discussion about the science of pesticide use does not alleviate the concerns (Kenna, 1995). An excellent article can be found on the USGA website (www.usga.org) titled “What’s Worth Worrying About in Life?” The article describes a model designed by Dr. John Paling entitled The Paling Perspective Scales.

THE PUBLIC PERCEPTION OF RISK

continued...

These scales measure the relative risks in an easily understood form, yet uses sound risk assessment practices. The 'bottom line' is that we should not stop living our lives because we encounter risks, rather we should use this model to simplify and measure the risks we face in life. The most hazardous activities that pose a risk to life expectancy are listed below:

1. Smoking
2. Alcoholic beverages
3. Motor vehicles
4. Handguns
5. Electricity
6. Motorcycles
7. Swimming
8. Surgery
9. X-rays
10. Railroads
11. General aviation
12. Large construction
13. Bicycles
14. Hunting
15. Home appliances
16. Contraceptives
17. Commercial aviation
18. Nuclear power
19. Vaccinations
20. Food preservatives
21. Pesticides
22. Prescription antibiotics

The perception of risk will vary with the level of expertise or knowledge of the activity (Slovic, 1980). Although knowledge plays a critical role in how a person views what presents a risk to their well being, another aspect that cannot be forgotten is their controllability of a situation (Morgan, 1993). An example of this would be aspirin vs. pesticides. People have more control over their exposure to aspirin than they may be exposed to a herbicide in a park; therefore, the aspirin is perceived as being less risky, because they have control over the medication.

The following is a list of what influences the general public on their perception of risk:

Catastrophic – fatalities and injuries that are grouped in time and space. E.g. Approx. 2800 people died on Sept. 11, 2001; in 2002 in Canada, 5400 women will die from breast cancer. How does that make you feel? What are you more afraid of?

Familiarity – this influence is inversely proportional in that one tends to be more concerned about something they are unfamiliar with (ozone depletion) than something

with familiar risks (falling down the stairs at home).

Understanding – a person tends to be more concerned about poorly understood activities like exposure to X-rays or power lines vs. something well understood (slipping on ice).

Scientific Uncertainty – if it is better understood then people are less concerned (recombinant DNA vs. car crashes).

Controllability – risks under personal control (pesticides on food vs. riding a bike with no helmet).

Voluntariness of exposure (very similar to above) – Imposed risks vs. voluntarily accepted so that you can accept the outcome of the risk.

Impact on Children – people are more protective of children because they believe the risk to be different to a child. A woman will drink alcohol, coffee and smoke until she knows she is pregnant.

Institutional Trust – Examples of misrepresented or faulty products in recent history have led the public to question the experts, scientists, large corporations and the government.

Media attention – Often new, interesting developments make the news. People will hear about an incident over and over, and that will skew how they perceive the risk. For example, we saw coverage on 13 kids in Columbine High School who died when a fellow student shot and killed them. However, every day guns kill 10-12 US children (aged 0-9). The media has a tendency to take the facts out of context.

Accident History – The probability of a certain kind of accident happening and your personal knowledge of the frequency of an accident. The person may think "It has never happened before, so it probably won't happen now" or "it is bound to happen sooner or later".

Clarity of Benefits – Pesticide use is okay if it is to keep a cockroach out of your kitchen or control malaria in Africa, but they are not okay to control a weed on a perfect lawn. You personally interpret the benefits, and there is a lot of room for interpretation.

Reversibility – Can we fix it? Ozone depletion is very slowly reversed, so we are less likely to want to take the risk of harming our ozone layer.

Dread – will you die from it or just get sick? People are more afraid of things that are likely to kill us.

The issue of pesticide use and public perception on the use of pesticides is a persistent and controversial topic.

This topic has become an emotional one; however, another issue relates to the lack of information and education disseminated to the public on how these products are being used and ultimately their inherent risk. At this time, risk of using pesticides is based on a personal perception, which creates an emotional climate not based in science and education making mitigation of any potential misconception difficult. It is imperative that we, as stewards of the industry, provide the public with sound information about the exposure and hazards of chemicals used on the golf course. A continued focus on the IPM accreditation program and the involvement of the OGSA and CGSA in public forums will also help in creating trust and will facilitate education on the risks of using pesticides. Sharing with our communities that the role of the superintendent is to not only maintain healthy turf for players of the game, but to be an environmental steward, one that is devoted to protecting the safety of workers, players and visitors on the golf course is key. It is the responsibility of each superintendent to effectively communicate risk to members and/or the general public, identify what is perceived as a risk, and to continually reiterate that the golf industry does everything in its power

to minimize and control the environmental impact from pesticide use on golf courses.

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This article makes reference to the presentation entitled "The Perception of Risk" by Dr. Brenda Nailor, Research, Development and Registration Manager, Engage Agro.

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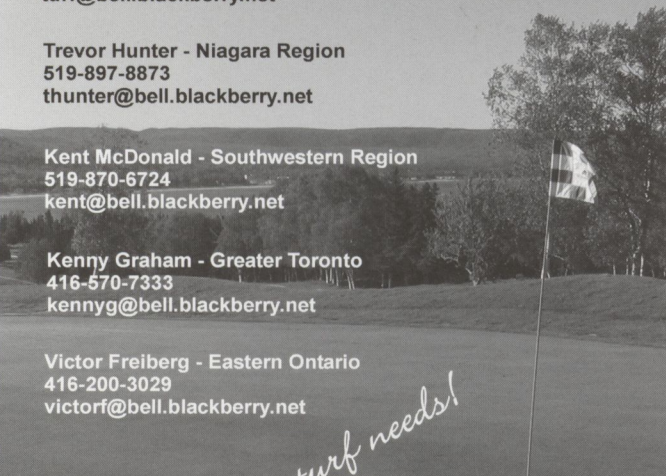
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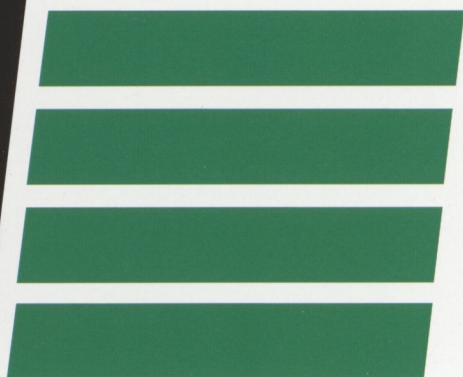


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Photo submitted by Don Crymble, Property Manager, Keeper of the Markham Green Golf Club

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Above the hole

by Ian Boyd, Student & Intern
Carruther's Creek Golf & Country Club

The Right Stuff

There is a very steep learning curve in the turf industry once a worker makes it past 'grunt' status. For myself, that progression was faster than normal because of both my intentions in the golf business and the small number of staff at Carruther's.

You began to notice quickly the array of equipment operated on a golf course. The models are specialized and numerous. Stepping into a new arena, say a fairway mower or triplex for the first time, can be a daunting experience. "Drop your reels", "Make sure you don't scalp the collar", "Turn the blades on", "Straighten out those lines", "I told you not to scalp the collar!" are just a few things every trainee has heard from a supervisor over the sound of a screaming engine. After the initial shock and with some practice the curve levels off significantly. Eventually, you no longer sit on a new piece of equipment everyday but do begin to pick up on the intricacies of how the machine behaves both in the field and in the shop. Never are the quirks of certain machines more apparent than immediately following the delivery of the new replacement piece. Slowly, you begin to forget how you got by cutting with a fairway mower that was on the shop floor more than it was on the turf, or put down chemical with a sprayer that had no suspension and would occasionally catch fire due to faulty wiring.

When deciding to buy or lease, choosing both the right machines and the right number can greatly increase the productivity of a maintenance staff and decrease the cost associated with running a course. This spring at Carruther's

Creek, we took possession of a brand new fleet of equipment composed mainly of one machine for each task; fairways, greens, tees, roughs, spraying and the implements for our cultural programs. While this was similar to the old fleet, these new machines are much better suited for our operation and the staff is now better equipped and able to complete tasks that much faster. With a staff of twelve, we now have little problem with keeping an 18-hole course. From my standpoint, there seems to be no need for multiple machines to do one task. At a course like Carruther's, realizing efficiencies and keeping costs down while still maintaining aesthetic appeal and playability is paramount and we have found that other management practices have reduced our mowing requirements.

For someone who is still fairly new to the turf industry it has been an eye opening experience moving to new and more modern equipment. As the spray technician at Carruther's I've noticed the most difference with our new sprayer compared to the old model. As my superintendent says, it's the "Cadillac" of sprayers and it is easy to see why. Both accuracy and efficiency has gone through the roof with the combination of a larger capacity tank, larger swath and a foam marking system. Now there is no question if the spring leaf spot fungicide application covered the entire property, it did, plain and simple. That's the way everything has been so far this year with the addition of our new fleet. Not only are things getting done, it is getting done well and I don't remember seeing the course in better shape.

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Off the fairway ...



by Daisy Moore

DECIDUOUS SHRUBS

Deciduous shrubs add tremendously to the beauty of the landscape. They fill gaps, provide beauty and habitat and are ready willing and able to occupy the space between the upper canopy of trees and the herbaceous plants beneath. Here is a list, by no means complete, of some of my favourites that you should try, if conditions are right.

For woodland edges and shade:

Elderberry (*Sambucus Canadensis*) is a fast-growing beauty that is native to our region. Within one season it will grace the landscape with arching stems that support clusters of white flowers, followed by ample, edible berries. Elderberry reaches 3m in height and is excellent against screens and fences and adaptable to many habitats. It also comes in purple!

Bottlebrush buckeye (*Aesculus parviflora*) is a beautiful specimen shrub for the shade garden. It is a relative of the horse chestnut tree with similar leaves (palmate) but a shrubby habit (up to 3m). The flowers are produced in July on cylindrical 8-12inch long, 2-4inch wide panicles. The buckeye is amazing when in flower and very handsome at other times.

Serviceberry (*Amelanchier sp.*) Provided you protect these from rabbits, they are beautiful in every season. They are native to our region so we must surmise that golfers and humans have replaced the predators that keep the bunny population down. Nonetheless, they are worth protecting. They inhabit woodland edges and are one of the first white flowers we see before the trees leaf out. The bark is smooth and grey and looks good through the winter. The fruit is edible and the leaves turn red in the fall.

For beauty:

American hazelnut (*Corylus Americana*) may appear to be very ordinary but has ended up being one of my favourite plants in the garden. It is a multi-stemmed shrub that grows up to 3m and is native to our region. The stems and branches are sturdy and self contained (they don't need pruning) and the leaves are elm-like. It flowers in the spring with drooping catkins (the males), followed by the more subdued female offering, followed by rather fantastic-looking fruit that contain the hazelnut. Blue-jays love them. The leaves turn bright yellow/orange in the fall and linger until snowfall. It stands out from a distance.

Doublefile viburnum (*Viburnum plicatum var. tomentosum*) is more compact than the more common high-bush cranberry or nannyberry and is well suited for the smaller ornamental garden. It has an interesting horizontal branching habit and large flowers in the spring. Dark green leaves and furrowed veins become reddish-purple in the fall. The red fruit attracts the birds.

Shrub roses (*Rosa sp.*) are remarkably self-sufficient and colourful in shrub beds and perennial gardens. There are quite a few to choose from but some of the most reliable and versatile are Bonica, Morden centennial, Rosa rugosa and Therese Bugnet.

Diablo cinquefoil (*Physocarpus opulifolius*) has intense reddish-purple leaves when grown in full sun. White flowers are produced in early summer. This is a selection from our native ninebark and has proven to be reasonably pest free.

For scent:

Common Lilac (*Syringa vulgaris*) grows to 4m in height in a vase-shaped form. The flowers and scent are classic. Lilacs are useful for screens or hedges and are long-lived in the landscape. Older stems are quite shapely and decorative.

Beauty bush (*Kolkwitzia amabilis*) is a fast-growing bushy shrub (up to 3.5m) that flowers soon after the Lilac. The flowers are pink, highly fragrant and cover the entire plant. The older stems ex-foliate and this adds an additional interesting feature.

Golden mock orange (*Philadelphus coronarius*) has fragrant, single white flowers that are produced in June. This is a popular shrub in the landscape because it is small (1m or so) and has contrasting golden foliage. Not highly ornamental when not in flower but a suitable shrub to tuck in places upwind from public gathering places.

Deutzia is a charming shrub with masses of white, fragrant flowers on slender arching branches. It grows to over 1m and requires little to no care.

If you would like guidance or assistance in choosing shrubs or other horticultural concerns, you can contact me at daisy@daisymoore.com. Visit my website www.daisymoore.com. Listen to The Gardening Show on 570 news (www.570news.com) Saturday mornings 7-8

Daisy Moore P.Ag., is a horticulturist. She operates a garden design and consulting business from her home in Elora.

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Looking back

35 YEARS AGO TO-DAY

by Barry Endicott, Project Manager
Gordon Wendover Construction Ltd.

In 1971, the Board of Directors were as follows: **John Arends** (pres.), **Bill Hynd** (vice.), **Ross Haines** (sec.), **Bob Heron** (treas.), **R. Allen**, **Frank Dunn**, **Bernie Macdonald**, **Bob Lamb**, **Helmut Kopp**, **Jim Wyllie** and **John Grightmire** (past pres.). The newsletter committee consisted of **Bill Hynd**, **Dave Gourlay**, **Ross Haines** and **Bob Heron**.

A meeting was held at Thornhill Country Club on February 22nd and **Dave Gourlay** was the host. The winning curling team of **Al Beeney**, **Roy French**, **Bob Hall**, and **Jack Koslegin** defeated **John Stoughton**, **Paul Dermott**, **Bob Heron** and **Doug Heron** in a close game.

On April 20th, there was a meeting held at Port Colborne Country Club hosted by **Bill Robertson**. The guest speaker was **Bert Henning** from the Niagara Parks Commission; 27 played golf after lunch and the low gross winner was **Bob Hall** of Georgetown Golf and Country Club and the low net was **Keith Nisbet** of Westview Golf Club. 1st low gross, for associates, was **Doug Heron** and low net went to **Jack Wilson**.

On May the 10th, there was a meeting held at Donalda Club hosted by **Ron Allen**. On June the 10th, the **OGSA** and the **Western Greenskeepers Association** had a meeting hosted by **Paul Scenna** at the Galt Country Club and at the University of Guelph turf plots, with 48 playing golf. 1st low gross winner was **Bill Bond** followed by **Bob Heron**, **Bill Hynd** and **Whitey Jones**. Low net winners were **Dan Uzelac**, **Lloyd Reilly**, **Vince Piccolo** and **Keith Nisbet**. Commercial low gross was **Doug Heron** and low net was **E. Tremble**.

The 4th Annual Greenschairman Superintendent Day was held at the Chinguacousy Country Club on July 22nd, hosted by **Paul Dermott**. **Mr. Bruce McLaughlin** was the guest speaker and the cost of the day was \$25.00 per person. Low superintendent was **Bill Bowen** and low net was **R. Reilly**. There were also meetings held at York Downs

hosted by **Kimmo Salonen** and at the Summit hosted by **Bob Lamb**.

The Pro/Superintendent Day was held on August 22nd at Meadowbrook Golf Club with 33 teams competing. **Whitey Jones** and Pro **Bruce Butterworth** from Aurora Highlands won the event hosted by **Arther Uens**. An interesting point noticed at this tournament was that a power rake was used in the sand traps with favorable results. It was also noted in that year that the tri-plex greens mowers were here to stay but the problem of burst hydraulic hoses must be rectified or we are likely to have shattered nerves. Surely a bright coloured dye could be added so an operator could notice a leak immediately or better yet an alarm system with a red light to prevent this catastrophe.

On November 9th, there was a meeting at Uplands Golf Club hosted by **Helmut Kopp**. On December 14th at Aurora Highlands, the annual meeting was hosted by **Whitey Jones**. **Bill Hynd** (pres.), **Jim Wyllie** (vice pres.), **Bob Heron**, **Ross Haines**, **Paul Dermott**, **John Stoughton**, **Ed Charman**, **Paul Scenna** and **Roy French** were elected.

The Tam O'Shanter Club House was wiped out by fire on October 3rd. **Doug Suter**, at Credit Valley, was clearing brush in the valley in preparation for a new 18 hole golf club. The 13 holes in the valley and 5 on top will be completed in two years. **Don Coles** of F. Manley and Sons died as a result of a car accident on October 15th. **Gordon Witteveen** was nominated as director of the **GCSAA**.

New members were **Don Nason**, Glen Abbey Golf and Country Club, **Dave Holmes**, Derrydale Golf Club, **Kimmo Salonen**, York Downs Golf Club, **Tom Simpson**, Newcastle Golf Club, **Albert Kooper**, Rio Glen Golf Club, **John Konarowsky**, Grandview Golf Club, **Tony Wozniak**, Malton Golf Club and **Rusty Warkman**, Stratford Golf Club.

The way we where... answer from page 11 Gorden Witteveen.

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Turf or consequences

by Doug Breen, Superintendent
Golf North Properties

Reality TV

I really hate 'reality TV shows'. I have quite enough reality every day, thank you very much, and I really wonder about people who want to sit on their couch and watch other people's lives unfold on television. The formula is pretty simple. You take people, more or less at random, stick them into unusual, stressful, 'realistic' situations and film the inevitable train wreck. When I was ten, I knew a guy just like this. He'd take a cat and a raccoon, put them in a crate together, and watch the mayhem through a crack in the boards. One of his favourites was to randomly tie two animals together and let them go. There's some wholesome family viewing! He also seemed to have a constant supply of fireworks – enough said. I lost track of this one when he started riding the short bus to 'special' school, but I guarantee that he's either in jail, or producing this stuff for the networks.

There's about a hundred of them on every channel now, and it's no secret why. They cost absolutely nothing to make. There's no writers, actors, make-up people, sound recorders, musicians, or anyone else with talent to be paid. All you need is a couple of guys with beta-max cameras, and a few people desperate enough for their 15 minutes of semi-fame to humiliate themselves publicly. There's one show where they take someone out for a night on the town, and while she's away, two guys throw out half her stuff and rearrange her closet. People are paying seventy-five bucks for the upgraded cable package to watch other people throw out crap and clean up their room. If people are that desperate for entertainment, I've got a whole house full of crap that they can clean for real! And this gem is on an educational channel. I'm sure that this is *exactly* what they told the CRTC that they'd be doing when they applied for their license.

"We're going to present the finest documentaries from all over the world, and have simulcast discussion groups with experts that can be used in the classroom. Either that, or we'll follow around a dysfunctional family with the emotional maturity of a grade three class, who customize snowmobiles and throw wrenches at each other." I guess the network must have shot down the producer's original idea of tying weasels to fireworks in a crate.

There was even a golf reality show. They took a bunch of amateur golfers, followed them around with cameras,

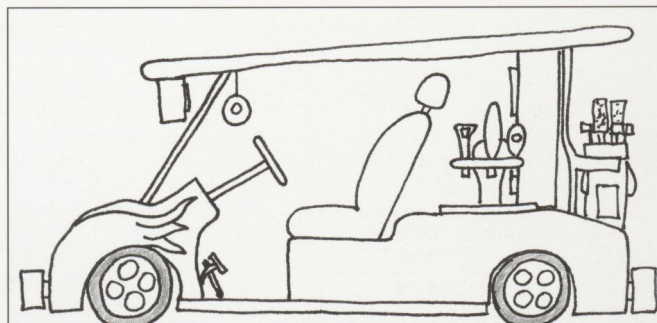
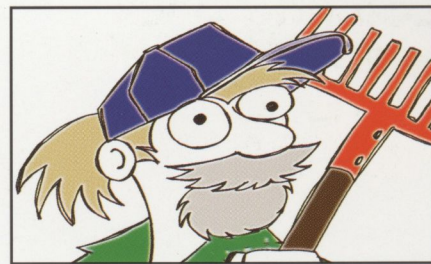
and the winner played in a pro event. They would have gotten better ratings if they'd tied two of *them* together in a crate.

But I think that we need a Superintendent reality show. Well, we really don't *need* any of this drivel, but at least I'd watch a superintendent reality show. Remember how INXS had a contest to find that Elvis impersonator who replaced the original lead singer? Next time there's a really good job out there, they ought to televise the interview process. We could convene a panel of salesmen (since they ultimately get half the jobs for us anyway), and they could pick the new superintendent.

I'd be pretty happy if I went away for the weekend, and someone cleaned my office. How about "Pimp my Golf Cart" or "Survivor – Bunker Renovation" or "Queer Eye for the Turf Guy"?

Swapping shows are all the rage. Two courses could switch staff and grind each other's reels. Or just trade mechanics and call it "Canadian Idle". I'd like to see a mechanic who's never worked on anything that didn't still have a warranty on it weld a frame back together. Or swap assistants for a season. Or budgets. Now *that* would be entertaining!

I'll be pitching these ideas to the Golf Channel this summer, and with any luck we'll be in production next season. I know exactly the right guy to produce it, and if the ratings are going badly, we'll just stick a Canada goose into a crate tied to a muskrat.



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By Doug Breen



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