



THE NEWSLETTER

Golf Course Superintendents

Association OF NEW ENGLAND, INC.

Sponsors and administrators of the Troll-Dickinson Scholarship Fund – Awarded yearly to deserving Turf Management Students.

August 1996

Assistant superintendents tell why they work so hard at being No. 2

Among assistant superintendents, the agreement is unanimous. The next step is the hardest, but each wants to take it.

"My own job . . . head super," Jon Orkiseski observed. "This is what it's all about. One day, and I hope it's soon, I want to be a golf course superintendent."

Mike Cummings seconds the motion. "Oh, that's my goal, all right," he says. "I don't think anyone in my position expects to stay there forever. Hopefully, the day will come when I'm a super."

"Naturally, I don't want to stand still," added Mike Cassidy. "But I'm patient about moving up. I'm in no rush to jump into a super's job. However, at some point I expect it to happen."

Likewise John Leclair. "I'm sort of on an improvement schedule," he explained. "I'm going to get all the experience I can, then make my move to a super's job when the opportunity comes my way. But, of course, I want to take that next, big step."

In the meantime, all four men are working hard at being No. 2. Orkiseski is

assistant to superintendent Mike Nagle at the Worcester Country Club. Cummings holds down the same fort under Charlie Dickow at the Poquoy Brook Golf Course. Cassidy is second in command to Peter Hasak at the Tedesco Country Club. And Leclair is assistant to Scott Reynolds at the Charles River Country Club.

Orkiseski had fine credentials when he joined the work crew at Worcester after graduating from Stockbridge School and an internship at the Pleasant Valley Country Club. Three years later Nagle upped his grade to assistant and the two have moved into a successful relationship.

"I had my chances to go elsewhere," Orkiseski disclosed. "However, I was close to my roots, being from Grafton. Regardless, two other factors weighed heavily on my decision: the club's reputation, and the quality of the Worcester course."

Which is where Nagle comes into view. "Mike's always been a tough guy when it comes to getting the most out a conditioning crew," Orkiseski said. "But the results show through it all. We don't agree on everything. That's human nature. Whatever, this is a great experience for me. I feel the same pressure Mike does regarding the condition of the course. And I feel a four-to-six-year stint as an assistant should get me to the top of the requirement list for being a super."

Cummings, like Orkiseski, is a four-year assistant, but has been working for Dickow for 10 years, or since his close of

service as a United States Marine. So, he's been around the maintenance block.

"There's a strong bond between Charlie and me," said Cummings, referring to the close relationship he has with Dickow, the Poquoy superintendent and course owner. "I think my work ethic

"I don't think anyone in my position expects to stay there forever. Hopefully, the day will come when I'm a super."

**Mike Cummings
Poquoy Brook G.C.**

had a lot to do with me getting this job because I've never had any formal turf training.

"But Charlie just picked me from a bunch of guys when he was looking for an assistant back in 1991. Along the way, I've learned a lot. Consequently, my responsibilities have increased to the point where I run the crew with Charlie's approval. As for my future, I'm looking to become the superintendent. My family (wife Suzzanne, who's a practicing attorney, and daughter Caitlin) is a big

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*denotes Certified Golf Course Superintendent



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motivation for me. That's my life - my family and my job."

Cassidy, born in Scotland and brought up in Europe, is a defector from the world of electronics. He was looking for a job in computers when Hasak hired him as a part-time member of the Tedesco work crew. Eight years later, including two years to earn a turf degree at Essex Agricultural School, Mike is deep into learning the superintendent's profession, and in his fourth season as Hasak's assistant.

"It's been a struggle to get where I am," Cassidy confesses. "But I'm really enjoying it as I progress. Peter really does a great job on a labor level. We've had virtually the same crew for the last four years. It's a good team, too, and Peter's inspired in us a spirit to succeed."

Along with that spirit comes a sharing of pressure and added responsibility. "Peter has allowed me to work a little on the maintenance budget, and I also run the staff under his direction," Cassidy revealed. "I still have a lot to learn and absorb. However, I feel I'm absolutely qualified to be a superintendent. That's my goal, but for the present I'm not pushy about it."

Charles River is the second stop for Leclair as an assistant after a successful employment in Bedford Hills, N.Y. In fact, John didn't come aboard as Reynolds' top aide until October of 1995.

Presently, Leclair is working with a crew of 22 and picking up as much managerial experience as Reynolds can feed him. "That's the way we're doing the assistant/super thing," Leclair said. "Scott is great at delegating authority as well as laying responsibility in my lap. So far, it's been great being here. The only

"It's been a struggle to get where I am. But I'm really enjoying it as I progress. I still have a lot to learn, however."

**Mike Cassidy
Tedesco C.C.**

"... a three-or-four-year stint as an assistant should be a big help in taking that next step. And believe me, I want to take it. Then, too, I want to be ready when I get the chance."

**John LeClair
Charles River C.C.**

pressure I've ever felt is knowing where I stand in the overall profession.

"But I've been encouraged by Scott on that score. He and I feel a three-or-four-year stint as an assistant should be a big help in taking that next step. And, believe me, I want to take it. Then, too, I want to be ready when I get the chance."

Conclusion? There are some mighty fine assistant superintendents in the ranks of the GCSA of New England, and they're ready to spread their wings. Ready, to fly, so to speak.

GERRY FINN

Calendar

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|------------------|--|
| August 12 | Superintendent / Club Official Tournament
Oak Hill Country Club
Fitchburg, Mass. |
| September 23 | GCSANE Monthly Meeting
Twin Hills Country Club
Longmeadow, Mass. |
| October 1 | GCSANE Monthly Meeting
Stow Acres Country Club
Stow, Mass. |
| October 23 | NEPGA/GCSANE Shanahan Memorial Pro-Supt. Tournament
Willowbend Club
Cotuit, Mass. |
| November 4 | GCSANE Monthly Meeting
Nabnasset Lake Country Club
Westford, Mass. |
| Jan. 13-15, 1997 | Mass. Turf Conference
Hynes Convention Center
Boston, Mass. |

The Super Speaks Out

This month's question:

What are your experiences with the water injection cultivation (WIC) method of aerification, and what do you see in its future as a possible replacement for other forms of aerifying greens and tees?

Dean Robertson, Kernwood Country Club: "I don't know if I'm an original when it comes to WIC. But we've had it for the last six years and it seems to be getting more popular as the golf course maintenance world turns.

"First of all, let me say that WIC works. It really has made a difference in the condition of our greens. They respond to the treatment almost immediately and the method actually becomes a low maintenance item as far as overall equipment upkeep is concerned.

"I think one of the biggest raps on the machine itself is the initial cost, because it comes with a heavy financial outlay - in the \$25,000 range. Also, it becomes a financial drain on the budget if a WIC service is contracted or leased on a short term basis.

"The fallacy of the expense involved in purchasing a machine should be noted, because in the long run WIC pays for itself. In our case, we became hooked on it through word-of-mouth and the fact that the arrangement to purchase it came with zero interest over three years. In other words, it actually cost less to purchase the machine, when projected over a lengthy period of either renting it or having the service provided.

"At the present time, I'm using six applications a year and opting for a one-day, once-a-year deep tine aerifying treatment. As far as I can see, this is a bargain compared to the old aerifying programs which not only cost dollars and cents in the actual application of the method, but also was a burden where work hours were concerned.

"Another positive side of the program is the convenience it affords both the workers handling the machine and our members. In the antiquated aerifying days, with plugs and sands strewn all over the

greens for what seemed to members endless hours, it was almost a sure bet the super would come under fire when greens had to be treated.

WIC all but eliminates those dark hours. What I do is schedule the treatment early in the day and spread it over two days, nine greens at a time. It is so accommodating to the golfer that it is possible for a player to be putting on one end of a green while someone is working on the other. In fact, it doesn't take more than 15 minutes for the greens to get back to normal after each treatment.

"For now, I expect to keep the extended WIC process, plus the one-shot deep tine treatment, as part of my regular maintenance schedule. But that may not be forever, either. In the meantime, I'm working on a schedule to take advantage of WIC by using it to aerify tees. All I can say is that it works great."

Wayne LaCroix, Andover Country Club: "This has turned out to be a budget-conscious decision in the case of WIC versus any other aerifying method superintendents have available to them.

My experience with WIC goes back to the past when we either rented a machine or contracted for a treatment. At that time we used WIC twice a year, June through August, at \$3,000 a clip. We also used a one-time deep tine treatment, so there was expense involved in that area.

"When I suggested to my green chairman that the only way to go was a purchase of a machine, there wasn't much convincing to do on my part.

"We've had a lot of success with exclusive use of our own machine with the deep tine treatment as an additive. The overall result has been the best conditioned greens my members have seen.

"This year we've decided to go strictly WIC on greens. My plan is to use the method every three weeks, starting in May and continuing through the season.

"So far, and this is mid-July as we speak, the experiment has been one big success. The idea is a two-day treatment beginning at 6 a.m. and completing nine holes each day. Under this system, there is no inconvenience to our members.

"The outing factor is important because Andover makes it a point to concentrate on that phase of outside play as an important part of generating revenue. Because we have a WIC machine, and because it doesn't interfere with play, it's nothing to have two outings a day (Monday is designated outing day at Andover). The condition of our greens makes the course attractive for outside play and the combination of the two (purchase of a machine and increased outing sign-ups) have lent themselves to a better financial picture of the club.

"In addition to the aerifying, I've also done some injecting of wetting agents to go with the WIC. Again, the results have been very satisfactory.

"The results of the program have been even more gratifying because of the conditions left over from last year's severe winter. There was extensive ice damage and winterkill. Yet, with the WIC process resulting in those little pinholes and helping revitalize the turf, our greens never looked better.

"Will I stick to the WIC-only formula? I'll answer that in the fall when we assess the overall situation. If we feel a deep tine aeration is unnecessary, we will become a WIC-exclusive course. I'm inclined to think that will be the case."

GERRY FINN

Reaffiliation & program issues top GCSAA Chapter Relations Committee concerns

The Chapter Relations Committee of the Golf Course Superintendents Association of America met June 16-17 in Dearborn, Mich., focusing on chapter reaffiliation and related programs issues.

Closely scrutinized was a recent GCSAA survey of individual chapter reaffiliation status. After determining that a majority of the chapters do intend to reaffiliate by the Dec. 31 deadline, the committee suggested measures to facilitate the process. It was recommended GCSAA's member newsletter, *Newsline*, publish each chapter's reaffiliation status as a means of informing members of its position relative to other chapters. The group also advised GCSAA staff to increase the frequency of chapter mailings in regard to reaffiliation status and to

encourage chapters to submit signed affiliation agreements as soon as possible. It was also recommended that international chapters should meet the same requirements as their domestic counterparts.

"We want to make sure that every chapter is fully aware of the requirements and deadlines well in advance," says GCSAA Vice President Paul S. McGinnis, CGCS, chapter relations committee chair. "We realize the challenges facing the volunteer leaders of our affiliated chapters, and we want to make sure they know GCSAA is available to help them reaffiliate during every step of the process."

The committee also heard a report on GCSAA/chapter related programs which have experienced steady increases in participation during the last three years.

Among the programs offered include the Foundation's Golden and Platinum Tee Club; chapter career development database; media relations and environmental media relations guidebooks; cooperative research program; and leadership training. It was suggested these programs be publicized as a means to educate chapters on the benefits of affiliation.

Other recommendations included:

- Development by GCSAA and chapters of a standard Employment Referral Service (ERS) notification policy for which the incumbent superintendent is notified before his/her position is advertised.
- Strengthening GCSAA's code of ethics as far as legally possible.
- Endorsement of a planned recognition program and "idea fair" beginning with the 1997 delegates meeting.

In addition to McGinnis, other members of the Chapter Relations Committee are: Secretary/Treasurer George Renault III, CGCS, committee vice chair, Burning Tree Club, Bethesda, Md.; President Bruce R. Williams, CGCS, Bob O'Link Golf Club, Highland Park, Ill.; Paul Crawford, Palm Beach Country Club, Palm Beach, Fla.; Paul A. Dermott, CGCS, Oakdale Golf and Country Club, Ontario, Canada; Joseph H. Emanuel, CGCS, Hurstbourne Country Club, Louisville, Ky.; Immediate Past President Gary T. Grigg, CGCS, Royal Poinciana Golf Club, Naples, Fla.; Ricky D. Heine, CGCS, River Place Country Club, Austin, Texas; Alfred S. Kline, CGCS, Championship Course at the University of New Mexico, Albuquerque, N.M.; Thomas E. Mason, Birmingham, Country Club, Birmingham, Mich.; Randy Nichols, CGCS, Cherokee Town and Country Club, Atlanta, Ga.; Sanford G. Queen, CGCS, Overland Park Golf Course, Overland Park, Kan.; Roger A. Stewart Jr., CGCS, Stonebridge Country Club, Aurora, Ill., and Randall P. Zidik, CGCS, Rolling Hills Country Club, McMurray, Pa.

National recognition for GCSAA programs

Two Golf Course Superintendents Association of America programs have been named to the Associations Advance America Awards program honor roll, sponsored by the American Society of Association Executives (ASAE).

GCSAA's weekly television show, "Par for the Course," and the Wakarusa Elementary School Business and Education Partnership were spotlighted in the national competition. The award recognizes significant contributions to society by associations in areas such as education, product and safety standards, professional standards and codes of ethics, research and statistics, international activities and community service.

"Par for the Course" was created in 1994 as a vehicle to increase the public's knowledge of the golf industry, specifically the golf course superintendent profession. The 30-minute production, televised nationally on ESPN's 65-million household network, is nearing the completion of its 26-week, 1996 schedule that ends Sept. 1.

The Wakarusa Elementary School Business and Education Partnership is part of a school district-wide program that pairs local organizations and schools. Partnership activities with Wakarusa Elementary School included enrollment in the Audubon International Cooperative Sanctuary Program for Schools; classroom mentoring in math, reading, and computer skills; and assistance with the annual Field Day sports activity. GCSAA headquarters and staff also hosted the school district's kickoff Education Partnership reception.

"GCSAA is pleased to be recognized for excellence by ASAE," says GCSAA President Bruce R. Williams, CGCS at Bob O'Link Golf Club in Highland Park, Ill. "Par for the Course" and our partnership with the Wakarusa Elementary School directly address our mandates of image enhancement and environmental stewardship. These types of programs are vehicles which help us pursue our vision of becoming a peerless professional organization."

GCSAA News

GCSAA Government Relations Committee sets first legislative & regulatory agenda

The Golf Course Superintendent Association of America Government Relations Committee took a page from the Boy Scouts, emphasizing the need to be prepared when it comes to activity in the political arena.

Given the goal of effectively interacting with state and federal levels of governmental activity, the committee for the first time proposed a legislative and regulatory agenda for the 1996-97 fiscal year. The agenda, adopted by the GCSAA board of directors in May, identifies current government issues that affect golf course superintendents and describes GCSAA's plan of action for addressing each issue.

"It goes back to the association's goal of being proactive when we address issues both on the state and federal levels," says GCSAA Director Dave Fearis, CGCS at Blue Hills Country Club in Kansas City, Mo., and government relations committee chair. "The agenda is a checklist, or guideline, for our membership to use, and it gets us out of the mode of being reactive and defensive. The agenda will allow us to be more effective with our efforts."

Among the listed agenda items for the current year are federal issues of Worker Protection Standard (WPS), Environmental Protection Agency administration of the budget, emissions and regulatory reinvention, and the Americans with Disabilities Act (ADA). On the state level, agenda topics include pesticide posting and notification, and state preemption of local regulation of pesticide and hazardous chemical use, worker safety, wetlands, and environmental quality laws.

A featured portion of the agenda is the annual proactive campaign, which will explore a lobbying effort on the issues surrounding water reuse and use of effluent water.

Not only have specific issues been identified, but a detailed action plan for each item has been developed. For example, with regard to environmental audits, GCSAA's plan of action is to monitor and report on federal environmental audit legislation and work through the Ad Hoc Group for Environmental Audit and Disclosure Legislation to support comprehensive environmental audit legislation.

The GCSAA's government relations agenda will be updated annually to reflect changing issues and priorities. Among the areas to be monitored for possible future inclusion on the agenda are recycling, composting and green waste, and idiopathic environmental intolerance (IEI), formerly known as multiple chemical sensitivity.

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GCSAA News

GCSAA earns LINKS magazine 1996 "Best of Golf" award

Underscoring its commitment to environmental stewardship, the Golf Course Superintendents Association of America has been honored by *LINKS* Magazine and Audubon International as a 1996 "Best of Golf" award recipient.

Presented at the U.S. Open at Oakland Hills Country Club in Bloomfield, Mich., the honor recognizes golf courses, groups, and individuals making outstanding contributions in the conservation of natural resources. GCSAA and the United States Golf Association were the only two organizations to capture the group award.

"GCSAA is extremely proud to have received the recognition from *LINKS* Magazine and Audubon International,"

says GCSAA President Bruce R. Williams, CGCS at Bob O'Link Golf Club in Highland Park, Ill. "It reasserts the environmentally enlightened approach our membership brings to course management on a day-to-day basis."

GCSAA is involved in numerous environmental programs, including the promotion of the Audubon Cooperative Sanctuary Program (ACSP) for golf courses, national sponsorship of ACSP for schools, information kits to members and the public, the posting of information through the GCSAA internet website, administration of the environmental stewardship program for member courses, and partnership in the Pesticide Environ-

mental Stewardship Program (PESP). The environmental stewardship program recognizes superintendents for efforts as good caretakers of the environment. PESP, jointly-sponsored by the EPA, Department of Agriculture and FDA, is a voluntary program to develop and implement plans that protect human health and preserve the environment by reducing possible risks associated with pesticide use.

"Golf and the environment are intrinsically tied," says *LINKS* editor George Fuller. "What we honor with the Best of Golf awards are those who have made a significant and positive impact on the environment and the individuals behind such decision-making."

GCSAA News

GCSAA announces Ciba Legacy scholarship winners

Ten outstanding students, all sons or daughters of members of the Golf Course Superintendents Association of America, have been named 1996 Ciba Legacy Award winners. The program, which awards a \$1,500 scholarship to each student, is administered by The GCSAA Foundation in partnership with Ciba Turf & Ornamental Products.

Winners were selected by an independent panel of judges on the basis of academic excellence, extracurricular activities, and the quality of an assigned essay describing their parents' involvement with the golf course management profession. This year's Ciba Legacy Award winners are:

- Natalie Broughton, daughter of Jerry W. Broughton, CGCS at The Greens Golf & Racquet Club in Oklahoma City, Okla., majoring in music education at Oklahoma Baptist University.
- Allison Marie Burns, daughter of Joseph H. Burns, CGCS at Country Club of Spartanburg in Landrum, S.C., majoring in mathematics at the University of North Carolina at Chapel Hill.
- Karla Hansen, daughter of Vernon F. Hansen, golf course superintendent for the city of Blythe in Blythe, Calif., majoring in anthropology, and molecular and cellular biology at the University of Arizona.
- Megan Marie-Beth Leuzinger, daughter of Peter V. Leuzinger, CGCS at Ivanhoe Club in Saint Charles, Ill., majoring in speech pathology at Northern Illinois University.
- Corey Lyon, son of Dennis D. Lyon, CGCS at the city of Aurora, Golf Division, in Aurora, Colo., pursuing a medical degree at Colorado State University.
- James C. Matchen, son of Michael Matchen, golf course superintendent at Wilmette Golf Course in Wilmette, Ill. pursuing an undergraduate degree at Southern Illinois University.
- Shelby Kathleen Quinn, daughter of Dale B. Quinn, golf course superintendent at Woodlake Golf and Country Club in Vass, N.C., majoring in journalism and print media at the University of North Carolina at Chapel Hill.
- Lauren A. Stewart, daughter of Roger A. Stewart Jr., CGCS at Stone Bridge Country Club in Naperville, Ill., majoring in pharmacy at the University of Iowa.
- Bronwyn Judith Wenger, daughter of Kim R. Wenger, CGCS at Fiddler's Green Golf Course in Eugene, Ore., majoring in foreign language and international studies at Middlebury College.

- Erin Elizabeth Wimmers, daughter of Lawrence J. Wimmers, CGCS at Sycamore Creek Country Club in Springboro, Ohio, majoring in science and pre-medicine at Kenyon College.

Ciba Legacy Awards are conferred upon children and grandchildren of GCSAA members who have been active members for five or more consecutive years. Students must be enrolled full-time at an accredited institution of higher learning and studying a field unrelated to golf course management. High school seniors must be accepted at such an institution.

Ciba Turf & Ornamental Products, based in Greensboro, N.C., offers a full line of biological controls, fungicides, herbicides, insecticides, micronutrients and plant growth regulators for use on turfgrass and ornamental plants.

The GCSAA Foundation is a non-profit organization committed to supporting educational opportunities for future superintendents and scientific advancements in golf course management. Contributions to the foundation are tax deductible to the extent allowed by law. For information, please call 1-800/472-7878.

DIVOT DRIFT...announcements...educational seminars...job opportunities ...tournament results...and miscellaneous items of interest to the membership.

MEMBERSHIP

Proposed for Membership: Paul Bonini, Assistant, Pine Meadows G.C., Lexington, Mass.; William Doherty, Affiliate, Golf Learning Center of New England, Norton, Mass.

Welcome New Members: Michael Turner, Affiliate, Turf Products Corporation, Enfield, Conn.; Allen Seed Store, Friend, Slocum, R.I.; Gregory Allen, Affiliate, Allen Seed Store, Slocum, R.I.; Thomas Conlin, Assistant, Shaker Hills G.C., Harvard, Mass.; Keith Wilson, Assistant, Pine Brook C.C., Weston, Mass.; Mark Daly, Assistant, Pine Brook C.C., Weston, Mass.

MEETING NOTES

A Thank You to Wayne Zoppo, CGCS, and all of the folks at Agawam Hunt for a great job hosting the July joint meeting with RIGCSA.

INFORMATION

Congratulations to Daniel Higgins of Winchester C.C. on becoming a Certified Golf Course Superintendent.

Our condolences go out to Jack Hassett of Mt. Pleasant C.C. whose father passed away recently.

Your Editor apologizes for the lateness of these last two newsletters. We on the Board have to take care of our paying jobs before we do the volunteer work, but hopefully, you'll get the September issue in a more timely fashion.

Congratulations to Dr. Gail Schumann of UMass on receiving the University of Massachusetts Distinguished Teaching Award. To be eligible for this honor, faculty must be nominated by the students. Dr. Schumann is one of only four faculty in the entire University to receive it. The DTA is the most prestigious award given to UMass faculty and is awarded in recognition of excellence and dedication in teaching.

Dr. Gail Schumann is also in the process of identifying genetic variations of the fungus which

is the causal agent of Dollar Spot. She is requesting that any turf manager whose turf has Dollar Spot to send her a sample or samples so she will have a large variety of disease specimens from which to make isolates. Please be sure to include your name, address, phone number, and where the sample was taken, along with the sample. The address to send these samples is: Dr. Gail Schumann, 209 Fernald Hall, Dept. of Microbiology, University of Massachusetts, Amherst, MA 01003.

POSITION AVAILABLE

Golf Course Superintendent, Lexington Golf Course, Lexington, Mass. Send resumes to: Lexington Golf Course, 65 Hill St., Lexington, Mass. 02173, Attention: Green Committee Chairman

EQUIPMENT FOR SALE

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Host Superintendent Profile

Meet host superintendent Scott Hurt, Oak Hill Country Club

Our host for the August Superintendent/Club Official Tournament at Oak Hill Country Club, Fitchburg, Mass., is Scott Hurt.

Scott is in his third season as Oak Hill's golf course superintendent. Prior to that, he was Dave Heroian's assistant

at the Myopia Hunt Club. Scott has worked at a number of other courses, among them Scioto C.C., Columbus, Ohio; Cherry Hills C.C., Englewood, Colorado; and was involved in the grow-in at Double Eagle Club in Galena, Ohio.

Scott has a B.S. in Agronomy from Ohio State University. He and his wife

reside in Pepperell. In his free time, he enjoys golf, baseball, basketball (including officiating), travelling, and wine tasting.



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