



# THE NEWSLETTER

December 2000

of the **Golf Course Superintendents Association of New England, Inc.**

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

## Superintendents speak their mind on the profession's shaky job security

The dilemma persists. In fact, it's picking up steam. Golf course superintendents, those once thought to be cemented to their present places of employment, are losing their jobs at an alarming rate. They are not fly-by-night superintendents, either. They are the pick, the pride of the profession. Yet, they are being tossed to the wind as a new wave of country club presidents, green chairmen, board members, and course owners cut through the ranks with a wild, out of control sword.

One superintendent, insisting on anonymity, as did all contributors to this project, epitomized the anxiety spreading like the plague among the older generation of the profession in reference to the recent dismissal of Don Hearn. Hearn is an icon among nationally recognized superintendents, but his release from Weston Golf Club proves even icons can fall out of favor. "If it can happen to

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*In this article, the  
ever-shortening  
"job life expectancy"  
moves members  
to vent their feelings . . .  
anonymously, of course.*

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someone like Don Hearn, no one is safe now," was the dramatic conclusion.

Part of the dilemma defies logic, because most of the dismissals aren't related to performance. Those with the power to discharge a superintendent at a moment's notice equate the act with the job life expectancy of the times. It almost has become sport for people to change jobs four, five, or six times in a lifetime, and that kind of mentality underlines the precarious position of superintendents who have earned a form of permanence at their club or course.

Are they becoming an endangered species?

"I foresee the end of retirement from a long-serving position," warned another superintendent who is closing in on the magic cutoff number of 25 years at one club. "Eventually, most of us with a lot of time served on one job will be pushed out. Oh, there'll probably be opportunity to resign so that your resume still looks squeaky clean. However, in reality, it'll be nothing but a put-on."

The squeeze on veteran superintendents often begins as a matter of personality preference by those in charge. "It's happened more than once," a disgusted superintendent noted. "Two or three people on the board don't like you and the next thing you know, you're gone. It's like you have to be perfect. You have to have a personality that bubbles all the time.

"I think if I could, I'd find a public relations course I could take over and over again. That's what you have to be on the job now . . . a public relations expert with yourself as your only client. Which means you have to know how to throw the bull and butter up people. That's not what this profession was all about when I started. And it wasn't that long ago."

How about the superintendent who slips up on the course, perhaps presents playing grounds that don't live up to

*continued on page 2*

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expectations? Does he have a chance to make amends in time to avoid the stroke of the dispatcher's ax? Or does he just pack his bags and wait to get the official word?

"That's easy to answer," another voice is heard. "What we have now are the second and third generations of members taking over for the original people or the ones who hired us. They're all experts, at least they think they are. With them, one mistake, however small, and you're out."

"It seems I've hit the one definitive chord in the problem. The people who were in charge, say 30 years ago, are either gone to their final reward or too detached from the mainstream of the club to make a difference in personnel matters. To them, you're either history or about to become history."

The new kids on the governing block, so to speak, appear hard to please. They feel no sense of loyalty when it comes to assessing the worth and future of a superintendent who might have been on the job even before they were born.

"I worry about my situation," another member of the 25-year club offered. "I'm worried because I'm in the dark about my bosses. I don't know what they want from me, and I'm not sure they even know themselves. Even perfection isn't that good if they are thinking of making a change. Right now I know my job's in jeopardy but I can't tell you why."

Another superintendent, visibly upset over the outbreak of dismissals of colleagues in his age and experience bracket, has two views on the situation.

"I think the people now in charge at clubs and courses are products of a microwave society," he explained. "They're only interested in instant results. If you have a project that was scheduled to be completed tomorrow, they insist it be done yesterday. So, they have unrealistic expectations and make unrealistic demands. How do you deal with that kind of mentality?"

"In line with that, those same people want to do business with employees closer to their age and perspective. So, they zero in on the young golf course superintendent to do the job. In turn, the young superintendents are hanging around like leeches ready to cling to any opportunity to advance their careers. Personally, I'm convinced they couldn't feel better about what's happening."

Wow! It sounds as if a battle of age-based groups is about to break out in the profession, especially in New England, where older superintendents are being pink-slipped out of their workplaces with frightening regularity. Is that attitude, the proposal labeling young superintendents as insensitive bloodsuckers, for real, or just a wild accusation?

*"I think the people now in charge at clubs and courses are products of a microwave society. They're only interested in instant results."*

This project dipped into the ranks of superintendents waiting for the chance to take a giant step forward in their careers. There was a voice in the group that didn't mind being heard. Fittingly, it is also a candid voice, one laced with sincerity.

"I can't deny that a lot of movement in the profession is good for the young guys in it. Guys like me," an admittedly ambitious sprout sized up the situation. "And I am one of those people with my ear to the wind, looking for something better."

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## CALENDAR . . .

January 15	<b>GCSANE Annual Meeting</b> Walpole Country Club Walpole, Mass. Supt. - Brian Walters
Feb. 11-18, 2001	<b>GCSAA 72nd International Golf Course Conference &amp; Show</b> Dallas, Texas
February 13	<b>Stockbridge School Job Fair</b> UMass, Amherst, Mass.
February (Date TBA)	<b>GCSANE Monthly Meeting</b> Franklin Country Club Franklin, Mass. Supt. - Gary Luccini
March 7-9	<b>New England Regional Turfgrass Conference &amp; Show</b> Providence, R.I.



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But I should point out that we don't control the job market. We're not vultures. Older superintendents aren't losing their jobs because of us.

"In fact, while we're excited about the opportunities surfacing, we're also concerned about superintendents being let go, fired is the word, without valid reason or just because they were born on or before a certain date. In every development there's a right and wrong component. Many of the firings are not right. Then, too, we know that down the road the same thing could happen to us. We are the patriarchs of tomorrow. So, no, we're not cheering for the bad guys in this one."

The faction clash, or possible infighting of superintendents according to age group, brought another interesting reaction from the aforementioned young Turk.

"Generally, I think there is good rapport between the two age groups, if you want to break it down that way," he proposed. "But it's only natural that you feel more comfortable with people your own age. We, the young guys, usually sit together at meetings, but why not? We speak the same language. We have similar interests.

"That doesn't mean one side of the room is made up of superintendents 35 years or younger and the other loaded with those over 35. I have friends in both age groups. I also respect experience, accomplishment, intelligence, and whatever goes into the making of an established superintendent. It's just like life. For example, you aren't invited when there's a party thrown by young people in your neighborhood, are you?"

Hmmm. I really don't know. I'd better check my mailbox around New Year's Eve (my birthday, by the way).

Another victim of this scourge that looks upon elder employees as easy prey

is the superintendent who moves up to a management position and takes heat for more responsibilities than he signed on for.

"I wish I'd never taken that big step up," intoned our man who had spent 30 years on the same course. He contemplated a lawsuit when he was terminated. "I don't know why I did it. I was very happy just concentrating on grooming the golf course. Then one day, out of the blue, they said, 'here's your walking papers.' What a jolt! The big boss even sent someone else to do his dirty work.

"I hired a lawyer to pursue a lawsuit. The only thing to come out of that was a curt rejoinder from my former employer. It said they were eliminating my position. When my lawyer said the suit would be endless and very expensive, I had no choice but to drop it and try to redirect my life. I'm 56 years old. That's a dubious age when you're looking for a job."

There is another side to rejection of the superintendent who sees the handwriting on the wall and decides not to renew his contract. He is a reluctant defector, though. In many cases, being in one place 25 years constitutes a career in itself. Yet, he throws his possibilities on a risk-versus-reward scale and decides his future at that one place is doomed.

"Yes, I could have stayed," he disclosed. "But my concern was the long-term developments waiting at the end of another contract. Right now, people who run golf courses are looked on as a disposable breed and my fear was that I'd be too old to be thrown to the wolves three or four years down the road.

"Strange, I think we (superintendents) are our own worst enemies. We've turned the business of conditioning a golf course into an art, a science. We've reached a point where our employees think, 'anybody can do it'. It follows that they decide it's easy to replace us and get the same

***"I can't deny that a lot of movement in the profession is good for the young guys in it. Guys like me."***

results. We're turning out too many good people. The marketplace is overpopulated with them. It could be our demise."

Now, there's a switch. The superintendents too good for their own good? Amazing?

Finally, here is a view through the eyes and proven perspective of the golf course superintendent who made it to retirement from his last base of operations. He had spent 36 years there. His retirement, breaking away from the profession, was a pleasant experience. Yet, he is not without cutting observations of the present state of affairs.

"Getting the ax goes with any kind of work you're doing," he opened his diatribe. "We're living in an age of young hotshots who talk about things like being stressed out and change jobs simply for a change of scenery. The sad part of their involvement in golf is that they're the ones running the country clubs and courses. Some of them are into double figures in the matter of changing jobs. That's the situation the superintendent has to deal with.

"Lifestyles are different today. The older superintendent has to adjust to it or he becomes a casualty. He has to know who his enemies are and win them over to his side. That's a communications situation. They can't sit back and let the 'yuppies' make the first move. If they do, the first time an issue is raised they'll get the zing. I guess what I'm trying to say is you comply or you're cut out of the action."

So, from all the sounds heard here, there isn't one single indisputable solution to the long-term golf course superintendents' dilemma, as one by one, they continue to walk the plank. And, horror of horrors, if they are too good for their own good, as suggested by one of their own, maybe they're painting themselves out of golf's big picture.

**GERRY FINN**

***"We've turned the business of conditioning a golf course into an art, a science. We've reached a point where our employers think 'anybody can do it'. It follows that they decide it's easy to replace us and get the same results."***



# Chapter Leadership Institute experience spurs effort to increase meeting attendance

GCSANE President Ruszala, the Board of Directors, members, and I appreciate this time to speak to you about my experiences at the first ever Chapter Leadership Institute in Lawrence, Kansas. I want to first thank you for nominating me to take part in this endeavor with 18 other chapter representatives. I was proud to represent The Golf Course Superintendents Association of New England.

Since this event is the first of its kind, we are helping GCSAA fine-tune this program.

The Institute is about instructing individuals, who are currently involved in chapter boards, in various elements that will help them to become better leaders. In discussions with other chapter representatives,

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it is amazing to see how each association paralleled one another, having very similar concerns and issues.

My first project in this program is to take a previously discussed problem that involves our chapter, work out a plan, and try to solve it. At board meetings for the last two seasons, a topic of discussion has been dwindling attendance at monthly meetings. As recently as last month's board meeting, president Ruszala asked past-president Osgood to meet with the bylaw committee to possibly change the bylaw requiring us to have a February meeting. During the summer, at a joint board meeting with the Cape Cod superintendents, their board told us they have reduced the number of meetings they host each year to help promote attendance. The numbers in our association do not lie. Attendance for the last 10 meetings totaled 587 people, less than 60 per meeting. Although that number is split 50/50 between superintendent/affiliate, over 100 out of 204 superintendent members did not attend a single meeting, with another 20 attending only the annual meeting.

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## President Ruszala reports on S&B, PDI, . . . and the party season

GCSANE is currently seeking a site for our Scholarship and Benevolence Tournament for 2001. This is our tournament that supports our families. If anyone can help us out, please contact Dave Comee.

A party was held recently for Don Hearn at Weston Country Club. Don was the superintendent there for 29 years. GCSANE presented Don with a framed picture of a golf hole at Weston and also a donation to help start a scholarship in Don's name through GCSAA. Don is the most respected superintendent in the New England area and we wish him well in the future.

### FROM THE PRESIDENT

There was also a party for Bob Piantedosi of Oakley Country Club. He is leaving the club after serving Oakley for over 20 years. GCSANE presented Bob with a framed photograph of one of Oakley's golf holes. A longtime member of GCSANE, we all wish Bob well in his future endeavors.

Geoffrey Cornish will be our Distinguished Service Award honoree for 2001. At 85 years-old, Geoff is still going and going. He is being kept busy doing design work for several new and existing courses. Geoff will be honored at our Annual Meeting at Walpole C.C. on January 15.

Our holiday party held at the Essex County Club went very well. Special thanks to our host Pat Kriksceonaitis for hosting this event. The food was terrific and the Essex staff did a great job. A special thanks goes to the many Friends of GCSANE for their help supporting this special night. These Friends include:

A-OK Turf Equipment, Inc.; Cornish, Silva, & Mungeam, Inc.; Country Club Enterprises; Richard Gurski; Joe Lazaro; McNulty Construction Co.; Nardone Sand & Gravel, Inc.; P.I.E./Bisco; R.F. Morse & Sons, Inc.; Read Sand & Gravel, Inc.; Shawnmark Industries, Inc.; Simplot Partners; Ron Smith; Sports Club Management; The Cardinals, Inc.; Tom Irwin, Inc.; Turf Enhancement Enterprises; Turf Products Corp.; TurfNet Associates; and Winfield Nursery, Inc.

Concerning the upcoming vote on the Professional Development Initiative (PDI), the GCSANE Board of Directors is in support of this proposal. At the GCSAA Conference in Dallas, we will be voting "Yes" on this issue. I will be our Chapter Voting Delegate. If anyone would like to vote "No" on this issue, please call me as soon as possible at (413) 256-8654.

One final note. On behalf of the Board we wish everyone a wonderful and healthy holiday season. We wish you and your families a Happy New Year. If we can be of help to anyone, please let us know.

**Sincerely, Bob Ruszala**  
**President, GCSANE**

## GCSANE nominates officers for 2001

As per its bylaws, the GCSANE announces its officers and directors for 2001. They are as follows:

**Nominating Committee:** Chairman, Michael Hermanson; Members: Donald Hearn, CGCS; James Fitzroy, CGCS; David Barber, CGCS; and Roy Mackintosh.

**Nominees:** President - Robert Ruszala; Vice-President - James R. Pitzroy, CGCS; Secretary - Michael V. Iacono, CGCS; Treasurer - Daniel P. Higgins, CGCS; Trustee - David Comee; Trustee - Patrick S. Kriksceonaitis; Trustee - Robert O. Larson; Finance Chairman - Arthur Silva, CGCS; Golf Chairman - Michael J. Hermanson; Education Chairman - Ronald P. Dobosz, Jr.; Newsletter Chairman - Russell E. Heller; and Past-President - Kevin F. Osgood.



# Make sure your voice is heard on GCSAA's proposed Professional Development Initiative

In less than two months the chapters and individuals of GCSAA will vote on the highly talked about (and controversial) Professional Development Initiative, more commonly known as PDI. This vote is sure to attract much of the same attention as that other vote in Florida people were talking about.

For the uninitiated, PDI is essentially a set of standards that will be required of an individual to reach Class A status in GCSAA. It has been written about in these pages before, so there will be no lengthy discussion of its merits and flaws. If you are unfamiliar with PDI, please either pull out an old issue

of *The Newsletter* (you keep those, right?) or go directly to GCSAA's web page at [www.gcsaa.org](http://www.gcsaa.org). There will be plenty of information for you there.

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How do you make your voice heard on this issue? That's why this piece is being written. GCSAA's official stance on PDI is this: It will be voted on as a chapter with a "Yes" vote. "Yes" means PDI will pass. Now this part is important. If you, as an individual, do not want PDI to pass, that is,

a "No" vote, then you must do the following: You must contact GCSAA President Bob Ruzsala and let him know that you want to make a "No" vote. He will ensure that that vote is carried out. His phone number is (413) 256-8654. His e-mail address is [bruszala@gcsaa.org](mailto:bruszala@gcsaa.org). He will be at the Annual Meeting at Walpole Country Club on January 15. You have been warned.

There will be no pregnant chads, hanging chads, swinging chads, or even Chad Eaton. Your vote will be counted. In summary, if you want to vote "Yes" for PDI, do nothing. If you wish to vote "No", then contact Bob.

## Chapter Leadership Institute *continued from page 4*

One of our first lessons at the Institute was to learn to get specific in solving problems. If a problem is too broad, one will never solve it. My position on the problem of low meeting attendance is to address it from the point of increasing superintendent attendance at monthly meetings. I believe frankly that if superintendent attendance at monthly meetings increases, the meetings become more valuable, affiliate attendance would increase, and our problem would be on its way to being solved. My position is based on a belief that casual discussion with other superintendents one-on-one or in small groups is the best form of education we have. Those moments at meetings while playing golf, while having lunch, or a drink after golf, we all are able to learn from one another. There are reasons why we call our group of professionals an *association*. An association is individuals helping other individuals, sharing ideas and problems. Superintendents are a valuable resource. Communication among superintendents at meetings makes every superintendent stronger, making GCSAA stronger.

Okay, so now I have my problem. The Chapter Leadership Institute requires us to use a mentor or coach to aid us in solving our problem. This is so that while I am actively trying to solve this problem, I am learning along the way. GCSAA refers to this as action learning. I am very fortunate that Don Hearn, CGCS, has

agreed to be my coach. Who knows more about our association than Don? Who has donated more time than Don? And who is respected more than Don? His job in this endeavor will be to guide me through the process, helping me to learn along the way. His experience in association affairs, as well as with the people of this group, will be a valuable resource.

How do we increase superintendent attendance at meetings? The problem is circular in nature. If the quality of meetings were higher, more attendance would be the outcome. Simply if more superintendents attended, the meeting would have more quality. Since it is my goal for more superintendents to attend meetings, I need to find out what will make them want to attend more meetings. Are we simply having too many meetings? Would

less ultimately mean more? Does the superintendent want more organized education, less organized education, or even no organized education? Should golf events become more organized or less organized? Is the quality of the golf course our only draw? How do we make a meeting a cannot miss event? How important is camaraderie? These are some of the questions I need to answer. I will begin this process by doing 3 things:

1. Having this presentation appear in *The Newsletter*.
2. Having open discussion at the Annual Meeting.
3. Sending out a survey.

I will then, along with my coach, Don Hearn (who will aid me in development of the survey) compile all of the information and try to bring a course of action to the board and the membership.

Once more, my goal is to increase superintendent attendance at chapter meetings. If I can get each of our 204 superintendent members to go to one more meeting (for some that is simply one), our superintendent attendance will increase over 65%. This is a goal we can accomplish together. Please be responsive in the upcoming months, and let me know your feelings and ideas. Improved monthly meetings make for a stronger, more professional, more unified association. This will benefit everyone.

Respectfully submitted,  
Michael V. Iacono, CGCS  
Secretary, GCSAA

*"My position is based on a belief that casual discussion with other superintendents one-on-one or in small groups is the best form of education we have."*

*Michael Iacono, CGCS*

**GOLF COURSE SUPERINTENDENTS  
ASSOCIATION OF NEW ENGLAND  
FOUR - BALL CHAMPIONSHIP**

**2001**

Player #1, NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

Telephone: day \_\_\_\_\_ night \_\_\_\_\_

USGA HCP INDEX: \_\_\_\_\_ GHIN# \_\_\_\_\_

Player #2, NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

Telephone: day \_\_\_\_\_ night \_\_\_\_\_

USGA HCP INDEX: \_\_\_\_\_ GHIN# \_\_\_\_\_

Total Team Handicap: \_\_\_\_\_

Team entry fee, \$100.00 Make checks payable to GCSA-NE Four-Ball.  
(Handicap differential between players not to exceed 12 strokes)

Deadline for registration February 1, 2001

Mail entry form and check to:     Bob Healey  
   21 Lakeview Avenue  
   Natick, MA 01760-4252  
   Attn: GCSANE Four-Ball

official use only: date: \_\_\_\_\_ check # \_\_\_\_\_

bracket: \_\_\_\_\_ seed: \_\_\_\_\_



# 1999-2000 Snow Mold Trial results released

by Dr. Gail Schumann

University of Massachusetts

(Student Assistants: Rich Anair, Jennifer Goodman, C.J. Karch, Scott Kroll, Brian Lipka, Tim Patterson, & Eric Ostrom)

In past years, we have evaluated various snow mold fungicides and combinations for their ability to control both *Fusarium* patch/pink snow mold (*Microdochium nivale*) and *Typhula* blight/gray snow mold (*Typhula incarnata*) (see March/April 2000 *Turf Notes*). This past winter we designed a trial to compare efficacy of products and also to determine the effect of application timing. When looking at the results, keep in mind that this is a particularly severe test of the treatments, because each plot is inoculated with the two major snow mold fungi, and the plots remain covered throughout the winter.

## RESEARCH

**Application Dates** (in water volumes equivalent to 2.5 gal/1000 sq. ft): 1. Nov. 11; 2. Nov. 18; 3. Nov. 28; and 4. Dec. 4.

Following the final application, plots were inoculated with equal amounts of sterile grain infested with the two snow mold fungi, *Typhula incarnata* (*Typhula* blight/gray snow mold) and *Microdochium nivale* (*Fusarium* patch/pink snow mold). The experimental area was covered with a high-density woven polyethylene cover on December 5, 1999 (donated by Turf Partners). The plots were uncovered and rated on March 3, 2000.

### Interpretation of Results

Most of the disease values represent *Fusarium* patch. *Typhula* blight was observed only in the non-treated plots and the plots treated with Companion.

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## 1999-2000 Snow Mold Trials

Company	Product	Rate/ 1000 sq. ft.	% Disease *	Company	Product	Rate/ 1000 sq. ft.	% Disease *
	1. Nontreated control		26.7**	Novartis	14. Compass 50WG + (trifloxystrobin) Banner MAXX 1.24MEC	0.2 oz + 2.0 fl oz	2.0
Growth Products	2. Companion ( <i>Bacillus subtilis</i> )	4 fl oz	33.3	Nov 11			0.7
	Nov 11		36.7	Nov 18			2.3
	Nov 18		41.7	Nov 28			0
	Nov 28		45.0	Dec 4			
Growth Products	3. Companion + Turficide 4F	4 fl oz + 3 fl oz	25.0	Zeneca	15. Heritage 50WG + Turficide 4F	0.4 oz + 6.0 fl oz	5.0
	Nov 11		15.0	Nov 11			0
	Nov 18		15.0	Nov 18			0
	Nov 28		3.3	Nov 28			0
	Dec 4			Dec 4			0
Growth Products	4. Companion + Turficide 6F	4 fl oz + 6 fl oz	26.7	Zeneca	16. Heritage 50WG + Daconil Weatherstik 6F8.0 fl oz	0.4 oz + 3.0	1.7
	Nov 11		0.7	Nov 11			0
	Nov 18		8.3	Nov 18			0
	Nov 28		6.7	Nov 28			0
	Dec 4			Dec 4			0
Cleary's	5. Defend 4F (PCNB)	12 fl oz	16.7	Rohm & Haas	17. Fore 80WP + (mancozeb) Turficide 4F	6 oz + 12 fl oz	0
	Nov 11		1.3	Nov 11			3.3
	Nov 18		4.0	Nov 18			0.7
	Nov 28		3.3	Nov 28			0
	Dec 4			Dec 4			
Rhone- Poulenc (Aventis)	6. Chipco Triton 1.67SC (triticinazole)	1.0 oz	6.0	Zeneca	18. Heritage 50WG + Daconil Ultrex 82.5WDG (chlorothalonil)	0.4 oz + 7.5 oz	0
	Nov 11		6.7	Nov 11			1.7
	Nov 18		8.3	Nov 18			0
	Nov 28		2.3	Nov 28			0
	Dec 4			Dec 4			0
Zeneca	7. Heritage 50WG (azoxystrobin)	0.4 oz	8.3	Rohm & Haas	19. Eagle 40WP + (myclobutanil) Turficide 4F	1.2 oz + 12 fl oz	0
	Nov 11		6.7	Nov 11			1.3
	Nov 18		5.0	Nov 18			0
	Nov 28		3.3	Nov 28			0
	Dec 4			Dec 4			0
Rhone- Poulenc (Aventis)	8. Chipco Triton 1.67SC + 1.0 oz + Chipco Signature 80WG 4.0 oz		10.0	Zeneca	20. Heritage 50WG + Turficide 4F	0.4 oz + 12 fl oz	1.3
	Nov 11		6.7	Nov 11			0
	Nov 18		2.3	Nov 18			0
	Nov 28		3.3	Nov 28			0
	Dec 4			Dec 4			0
Rhone- Poulenc (Aventis)	9. Chipco 26GT 2SC + (iprodione) Chipco Signature 80WG 4.0 oz	4.0 fl oz + 4.0 oz	8.3	Bayer	21. AMS21618 250SC (proprietary) Nov 18 and Nov 28	0.767 fl oz	0
	Nov 11		7.3	Nov 11			0
	Nov 18		0	Nov 18			0
	Nov 28		0	Nov 28			0
	Dec 4		0	Dec 4			0
Zeneca	10. Heritage 50WG	0.7 oz	2.3	Bayer	22. AMS21618 250 SC	0.767 fl oz	0
	Nov 11		4.0	Nov 11			0
	Nov 18		3.0	Nov 18			0
	Nov 28		0.7	Nov 28			0
	Dec 4			Dec 4			0
Rhone- Poulenc (Aventis)	11. Chipco Triton 1.67 SC + Turficide 4F	0.5 oz + 8 fl oz	3.3	Bayer	23. AMS21618 250 SC + Turficide 4F	0.767 fl oz + 12 fl oz	0
	Nov 11		1.3	Nov 11			0
	Nov 18		5.0	Nov 18			0
	Nov 28		0	Nov 28			0
	Dec 4			Dec 4			0
Zeneca	12. Heritage 50WG + Chipco 26GT 2SC	0.4 oz + 8 fl oz	2.3	Cleary's	25. Spectro 90 WDG + (thiophanate-methyl + chlorothalonil) Defend 4F	6 oz + 12 fl oz	0
	Nov 11		4.0	Nov 11			0
	Nov 18		0.7	Nov 18			0
	Nov 28		0	Nov 28			0
	Dec 4		0	Dec 4			0
Rhone- Poulenc (Aventis)	13. Chipco Triton 1.67SC + 1.0 oz + Turficide 4F	1.0 oz + 8 fl oz	4.0				
	Nov 11		0.7				
	Nov 18		0.7				
	Nov 28		0.7				
	Dec 4		0.7				

LSD (p=0.05) (all data), 8.9

LSD (p=0.05), 3.8

(data excluding nontreated and companion plots)

\*Mean of 3 replications

\*\*Disease is *Fusarium* patch in all treatments except non-treated plots and those treated with Companion which resulted in a mixture of both snow molds.

*When looking at the results, keep in mind that this is a particularly severe test of the treatments.*



## Snow mold study results

*continued from page 7*

In these plots, there was a mixture of both snow molds that is reported as a total amount of disease.

Statistics are used to determine if two numbers are really different from each other, i.e. does one treatment work better than another? For this test, the statistical difference between treatments (LSD  $p=0.05$ ) is 8.9. This means that if you subtract the disease percent of one treatment from another treatment, the difference must be more than 8.9 or they are statistically the same. For example, there was statistically more disease in some of the Companion-treated plots than the non-treated plots. This was possibly because the *Bacillus* bacteria were not active in cold weather and/or because the

product carrier provided a food source for the snow mold fungi.

We did a second statistical evaluation of the disease evaluations excluding the high disease numbers in the Companion-treated plots and the non-treated plots. This was done to determine more precisely if application date had any effect on the final amount of disease. When this was done, a new LSD value of 3.8 was calculated. This means that in the remaining treatments, the difference between disease numbers must be more than 3.8 or they are not statistically different. In 11 of the 19 remaining treatments, there were no statistical differences between disease development at any of the four application dates. In five of the treatments, there was statistically more disease following the November 11 application date.

## Conclusions

1. A number of products offer excellent control of both snow mold fungi following a single application in water equivalent to 2.5 gal/1000 sq. ft.

2. Fungicides should be applied after the grass leaf blades have stopped growing but remain green for absorption of penetrant (systemic) fungicides.

3. Any of the tested application dates after mid-November appears to offer season-long protection for most fungicides and combinations.

## 2000-2001 Study

In the coming year, we plan a snow mold trial to test more products and combinations with an emphasis on alternatives to PCNB products. We also plan to test application date effects again.

*continued on page 10*

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

### MEMBERSHIP

**Welcome New Members:** Timothy Harlan, Student, Penn State University; Scott Whitcomb, Affiliate, Mass. Golf Association.

### INFORMATION

**From time to time** we take the opportunity to reprint some of the more informative articles from *Turf Notes*. *Turf Notes* is a quarterly publication of the UMass Extension Turf Program. Subscriptions are \$25 per year, and can be obtained by sending a check (payable to the University of Massachusetts) to: *Turf Notes*, UMass Extension, 237 Chandler Street, Worcester, MA 01649.

**A reminder** that all GCSANE winter meetings require a jacket and tie. In addition, be sure to RSVP on time. Those who do so late, or show up without calling in, are subject to a \$15 fine.

**Please note** that Michael Hermanson is booking meeting sites for 2002. If you have any interest in hosting a golf meeting, please contact Mike at (978) 632-2713. We need member input, participation, and support – We're here to serve all our members, not just a select few. Get involved.

**Robin Hayes** has left Tee and Green Sod and is now with Charles Hart Seed Co.

**The Scholarship and Benevolence Committee** is currently seeking a site for the 9th Annual Tournament. Anyone who may be interested in hosting this May/June event, please contact Dave Comee at (978) 297-1223

### ITEM WANTED

**Howard Rotovator "Gem"** walk behind rototiller for a community garden project. Please contact Pat Lucas, CGCS, Innis Arden G.C., at (203) 637-6945.

### ITEMS FOR SALE

**17 Rainbird Links Master LM-1230** electro-mechanical satellites, 8 stainless steel satellite boxes, 1 Links Master Central Controller (indoors). In field only 3-5 years, in storage last five years. Any offers considered. Please contact Matt Crowther, CGCS, at (508) 693-0578; [minkgc@vineyard.net](mailto:minkgc@vineyard.net).

### EMPLOYMENT

**Superintendent.** Tekoa Country Club is an 18-hole public course that hosts a large number of outings. Applicant should have at least five years related experience, an ability to work with budgets, and a Mass. pesticide license. Salary and bonuses will be based on experience and performance. Send resume to: Mark Cerveny, Tekoa C.C., P. O. Box 966, Westfield, MA 01086.

**Mechanic/First Assistant.** Tewksbury Country Club is a 9-hole public course seeking an individual with a strong mechanical background who can assist the superintendent with daily course maintenance. Qualifications include five years as an assistant/mechanic, ability to repair all golf-related equipment, and ability to supervise 4-6 employees. A turfgrass background and Mass. pesticide license are considered a plus. Compensation is commensurate with experience and includes an

above average benefits package. Send resume by January 31 to: Mike Young, Supt., Tewksbury C.C., 85 Livingston St., Tewksbury, MA 01876.

**First Assistant.** The International, home to the world's longest golf course, will open its new Tom Fazio designed course in the summer of 2001. The International is looking for a qualified individual for the First Assistant position on the new course. Individual must have a two or four-year degree in turfgrass management or a related field, two years of experience as an assistant, the ability to manage a large crew (25+), excellent communication skills, and attention to detail. Must have or obtain a Mass. pesticide license. Salary is commensurate with experience and includes paid vacation, health and dental insurance, 401(k), local and national dues, local and national seminars, and golfing privileges. Send resume by January 30 to: Brett Johnson, Supt., The International, P.O. Box 215, Bolton, MA 01740.

**Assistant.** Milton-Hoosic is a private, 9-hole club opened in 1896 with poa/bent tees, greens, and fairways. Duties include scheduling and training of employees, irrigation scheduling, repair and maintenance, pesticide/fertilizer application, and all aspects of course/equipment maintenance. A two or four-year degree in turfgrass management is required. Must have experience in pesticide and fertilizer applications and have or obtain a Mass. pesticide license. Compensation includes salary with partial paid health insurance, paid annual vacation, paid GCSAA dues, regional seminars, and golfing privileges. Send resume to: David Ferrantino, Supt., The Milton-Hoosic Club, 70 Green Lodge St., Canton, MA 02021.



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# Meet host superintendent Joseph Rybka, Thorny Lea G.C.

Host superintendent for the December meeting of GCSANE is Joseph Rybka, CGCS, of Thorny Lea Golf Club in Brockton, Mass.

Joe, a 37-year member of GCSANE, has been at Thorny Lea for 34 of those years. His prior stops include six years as superintendent of Basin Harbor Golf Club and

as assistant at St. Andrews Golf Club in New York. He is a Certified Golf Course Superintendent, having completed that designation in 1979.

Joe and his wife of 42 years, Lorraine, live in Whitman and have four children, Christine, Terry, Mark, and Robert.

Thorny Lea is a Van Cleff course that opened in 1900, making this year the club's centennial. It is a private club with small tees and greens. Predominant grasses are bentgrass, poa annua, and bluegrass.

## HOST PROFILE

### Snow mold study results

*continued from page 8*

#### Cooperators Needed

1. Any superintendents interested in running fungicide trials to determine the effect of application timing under golf course conditions should contact Dr. Gail Schumann as soon as possible. This could be done with split fairways or split greens. Graduate student Richard Anair will conduct the disease evaluations for you next spring.

2. We need more isolates of the Fusarium patch/pink snow mold pathogen for our research collection. If you see active Fusarium patch, please send a sample to our lab. These will be tested for fungicide resistance and used to help better understand pink snow mold as a disease.

3. What factors trigger Fusarium patch outbreaks in cool, wet weather? You can help us create a warning system recording environmental conditions when you have a disease outbreak – any and all informa-

tion is helpful. The recording sheets are available in the UMass Turf program website ([www.umass.edu/umext/turf](http://www.umass.edu/umext/turf)) in the Pest ID section.

This work is funded by: Connecticut Association of Golf Course Superintendents, Maine GCSA, New England Regional Turf Foundation, Northeastern GCSA, New York State Turfgrass Association, and the Vermont GCSA.

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