

[1979]
[Feb]

FEB 27 REC'D

James B. Beard
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NORTHERN MICHIGAN TURF MANAGERS ASSOCIATION

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Two big Conferences have come and gone, making one think that spring is not far away until one looks outside and sees all that white snow. Then we wonder if it will ever get here however rest assured that it will as it hasn't failed yet.

The first conference was The Michigan Turfgrass Conference at M. S. U., Kellogg Center For Continuing Education, East Lansing. January 16 and 17th, saw one of the largest crowds ever to attend the 49th Annual conference. This was very surprising since weather conditions outside were not conducive to travel on those treacherous highways. Many fine subjects were presented especially on sand top dressing and slow release fertilizers with representatives of most major producers bringing out the fine qualities of each product.

At this Conference, the annual meeting of The Michigan Turfgrass Foundation was held and four Directors of The Board were elected. They are Keith Paterson, Spring Lake Country Club who will represent The Western Michigan G.C.S.A., Donald Benham, L & E Chemicals, who will represent The Commercial Suppliers, Gerald Gill, Tam-O-Shanter Country Club and James W. Timmerman, Orchard Lake Country Club elected as At-Large Representatives. Following the conference at a Board of Directors meeting "Tuck" Tate was elected President and James W. Timmerman was elected Vice-President of the Turfgrass Foundation. This coming year will be the 50th Anniversary of The Michigan Turfgrass Conference and many plans are being effected to really make it the Golden Anniversary.

February 1 and 2, two hundred golfers of G.C.S.A.A. and their guests braved cold and windy weather at Sea Island Golf Club, Sea Island, Georgia, for the annual golf tournament for the Golf Course Superintendents Association of America. In addition ----- A Ladies' tournament was held Feb. 2 at the nearby Sea Palms Golf Club. Winners in these tournaments were:

The Low Gross Winner
Superintendent-Pro
Chapter Team
Seniors
Associates
Club Officials
Ladies


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Dan Meyers, Temple Terrace, Florida
Paul Schurtz, Hackettstown, N.J.
Iowa G.C.S.A.
Vaughn Barker, Murray, Utah
Larry Vetter, Minneapolis, Minn.
John Haines, Hunt Valley, Md.
Becky Tate, Frankfort, Michigan

INTERVIEW TIPS - The Civil Service Department has developed a Selection Interview Guide which points out essentials in conducting its job interviews; this could be useful for private employers as well. Write the Department at P.O. Box 30001, Lansing MI 48909.

INSURANCE INFO - The state Insurance Bureau has prepared a "Consumer Alert" of brief information about cashing in a life insurance policy and/or replacing it with a new one, listing many essential facts. Write the Bureau at P.O. Box 30220, Lansing 48909, or call 800-292-5943.

RMG

ROBERT MUIR GRAVES

GOLF COURSE ARCHITECT

LANDSCAPE ARCHITECT • SITE PLANNER

BLACKWOOD FARM • P. O. BOX 2156 • WALNUT CREEK, CA. 94595
(415) 939-6300

18 October 1978

Mr. C. E. "Tuck" Tate, CGCS,
President,
Northern Michigan TMA
1216 Whitfield Avenue
Sarasota, Florida 33580

Dear Mr. Tate:

I have the doubtful honor this next March of lecturing my fellow Golf Course Architects on "Innovations in Golf Course Design and Construction". You can imagine that what is innovative in one end of the country is not necessarily so 3000 miles away. I will do my best, however, and ask that you give me a hand if you can.

Besides contacting other Society members, I hope to ask as many golf course superintendents as possible for their input.

If your members come across any unique ideas for golf course design or construction that are likely to be unknown to the majority of our Society members, please ask them to drop me a note with a sketch, if practical, and I'll pass the best ones on to the Society members at our next annual meeting.

Emphasis should be on methods and procedures rather than equipment or supplies which we are already exposed to. I'll be happy to credit the source of any ideas I can use.

The Society members and particularly I will greatly appreciate any help you can offer in our efforts to improve ourselves, our profession, and the golf industry.

Sincerely,

Robert Muir Graves

ROBERT MUIR GRAVES

RMG:vg

PLEASE NOTE:

Anyone that has any ideas which they think should be used or recommended, will you either send them direct to Mr. Graves or forward them to your editor, "Tuck" Tate at his winter address. Give this much thought as we could all benefit. Thanks.

MEMBER:

AMERICAN SOCIETY OF GOLF COURSE ARCHITECTS

AMERICAN SOCIETY OF LANDSCAPE ARCHITECTS

WHAT CAN YOU ASK WHEN YOU INTERVIEW ?

As spring approaches, superintendent's thoughts turn to the annual chore of hiring a summer crew. Nobody likes to interview applicants for jobs, but antidiscrimination laws now make the task more difficult.

Laws vary from state to state, but it is almost universally true that asking questions about religion, race, age or ethnic background is illegal. In some states, it is also illegal to inquire about marital status. Be very careful about asking even indirect questions if they might reveal information that could be prejudicial.

So what can you ask?

You are entitled to an employment history, including names and addresses of previous employers, and to details about the education the applicant has received. You may ask dates, the names, the schools, and about any diplomas or degrees received. You may also ask if the applicant ever used a different name, so you can check past employment and education records.

You may ask for current address and for the length of time the applicant has lived there. You may ask if he or she is a U.S. citizen and if not, what his or her status is. You may inquire about any physical or mental handicaps that relate directly to the applicants' performance of their duties.

You have a right to know if the applicants have ever been convicted of a crime, and if they have, you may ask where, when and about the final settlement of the case.

Ask the employees if there is anything else about the job that they would like to know, or if there's anything else about their background that you should know.

When you have completed this portion of the interview, you may find it useful to ask other questions as well, to determine whether the applicant will be able to effectively work for you.

Consider these:

- * Describe the best and worst boss you've ever had.

Ask yourself which you resemble the most.

- * What parts of your last job did you like the best?

How does that job compare to this one?

- * What do you consider your greatest talent? Your worst weakness?

What does that imply about the applicant's probable performance in this job?

By comparing the answers to these questions to the work situation at your course and the position you envision for this employee, you can draw some useful conclusions about how satisfactory his or her performance would be. We suggest that you also get "INTERVIEW TIPS", P. O. Box 30001, Lansing, Mi. 48909.

"Fore Front"

The 50th International Turfgrass Conference and Show was held during the week of February 5 thru 9th, 1979 at the Georgia World Congress Center. The Conference, sponsored by the Golf Course Superintendents Ass'n of America had a record breaking attendance of 6,501 persons. The event had attracted considerable notice from foreign firms, many of whom have indicated interest in increasing their participation in the coming years. A number of companies also took advantage of the record crowds to unveil the newest additions to their product lines. From an educational standpoint, 150 hours of interesting programs were available designed to increase and enhance the skills in maintaining a golf course in peak player condition. It is these educational programs which helps to make a real professional golf course superintendent stand out as he becomes aware of the latest technical information, methods and equipment improvements to do an even better job. Every superintendent should now mark his calendar for 1980 and be sure to be at the 51st GCSAA Conference and Show at St. Louis, Missouri.

MAKE LANDSCAPING PLANS NOW

Even though the ground is frozen and cold winds blow, now is the time to make plans for changing your landscape. By observing snow drift patterns, snow loads on plants, paths in the snow, etc., you can gather a lot of valuable information to aid in planting decisions later on.

If snow drifts often form where they block doors, driveways or paths, you should look around for the cause of the drifting. Snow drifts form when an object slows the wind enough to make it drop its load of snow. If the obstruction is a moveable structure or a landscape plant, its removal may save a lot of shoveling after the snow falls.

Being aware of where snow drifts form and where snow is likely to slide off roofs should be taken into consideration when planning additions to your landscape. Some plants, notably evergreens, can be damaged by heavy snow loads. Others, such as forsythia, benefit from the protection of a snow drift, which keeps its flower buds from freezing. Contact a local nurseryman or extension agent for information that applies to your area.

Snowfalls can offer you an opportunity to do some detective work. Observe footprints and tire tracks to determine the paths that others take, and use landscaping to block traffic across vulnerable areas or create attractive paths for foot and car traffic.

Plan landscape changes NOW and write them down to refer to next spring and summer.

"Fore Front"

"You think so much of your old golf game that you don't even remember when we were married," complained the wife.
"Of course I do, honey," the husband reassured her. "That was the day I sank the forty-foot putt."


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He that gives good advice builds with one hand; he that gives good counsel and example builds with both; but he that gives good admonition and bad example builds with one hand and pulls down with the other.

Francis Bacon

NOTICE

If you have not paid 1978 or 1979 dues as of this date, your name will not be in the new membership booklet. You will not receive the membership booklet and this will be the last news letter that will be forthcoming. Frank Heminger, Sec.-Treas. must have your check By March 1st.