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# Tee to Green

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# Tee To Green

Cover: Country Club of Darien.  
Photo courtesy of Country Club of  
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# President's Message

## On My Soapbox



# A

t our spring business meeting on March 21 at Sunningdale Country Club, there was some discussion about the manner in which the golf course superintendent's position was filled at Winged Foot Golf Club. Unfortunately, Winged Foot chose neither to use our Club Relations Committee nor to advertise the position opening locally. Instead, the club "relied heavily on the recommendations of the USGA."

Why did this happen?

It happened primarily because there are no rules for clubs to follow when seeking to fill a golf course superintendent's position. Our association can encourage area clubs to consult with our Club Relations Committee, which is equipped to assist them in conducting a job search, but we can't require that they contact us.

If we look at today's business world, many key positions are filled using headhunters. The Search Committee at Winged Foot was employing standard business practices when it contacted the USGA.

In the past 18 months, two other top-named clubs—Baltusrol and Shinnecock Hills—have looked to the USGA for guidance. Tim Moraghan of the USGA's Tournament Section has consulted with these clubs on possible candidates for their superintendent's position.

On behalf of the MetGCSA, I did call Tim Moraghan about this practice on March 29. I won't go into the details of our phone conversation, but I will say that I believe, as MetGCSA president, I represented our members' views in discussing what we considered to be a fair and equitable way to go about filling an opening for golf course superintendent.

If we would like to see a change in the way future job openings are handled, it's essential that Met members call or write Tim and express their views. You can reach him at the USGA Golf House, Far Hills, NJ 07931, 908-234-2300. He specifically said he would be happy to discuss this matter with anyone who would like to call him.

I have heard people suggest that we boycott the USGA Turf Advisory Service (TAS) in response to the USGA's involvement in



*John Carlone, CGCS  
MetGCSA President*

these superintendent hirings, but I don't believe this is a productive approach. First of all, the Green Section, which conducts TAS visits, had nothing to do with the hirings at these clubs, and second, the TAS is not a profit-making venture. The USGA conducts these visits at a loss.

Even more important, the Green Section TAS visits are tremendously valuable. I encourage our members to continue to use the USGA Green Section in whatever capacity they have in the past. I also welcome any calls from members concerned about this issue.

### Help Save Our Monthly Meetings

I might as well stay on my soapbox here. We are desperately close to seeking alternatives to our monthly golf meetings, as we know them. At this writing, we just secured sites for our June Invitational and for the second round of our MetGCSA Championship in September. We are still looking to fill our November Annual Meeting site. Never, in the history of our association has it taken this long to firm up our annual meeting calendar.

*continued on page 10*

# Bring Your Communication Skills Up to Par

by Michele A. Lucas, LCSW, BCD and  
Roberta Rachel Omin, CSW, BCD

*Here's a Tool That Will  
Take You to the Next Level  
in Your Dealings With Your  
Staff, Green Chairman,  
and Club Officials*

To

o succeed on the job today, superintendents must have a diverse set of skills in their managerial toolbox.

They must be exceedingly well versed in the science and technology of maintaining and operating a golf course and, at the same time, be masters of communication, able to speak the language of a vast array of people, from laborers to board members.

While most superintendents are well schooled in the technical aspects of their job, many recognize the value in enhancing their ability to "win friends and influence people."

Most superintendents have experienced or know someone who has experienced losing themselves—and their jobs—in a ponderous cavern of miscommunications and personality conflicts with staff and superiors—from green chairmen to board members.

In the article "Superintendents Speak Their Mind on the Profession's Shaky Job Security," published in the December 2000 issue of the GCSA New England's *The Newsletter*, author Gerry Finn quotes numerous superintendents on the perils of ignoring the public relations aspect of the job.

As one superintendent told Finn, "The squeeze on . . . superintendents often begins as a matter of personality preference by those in charge. It's happened more than once. . . . Two or three people on the board don't like you, and the next thing you know, you're gone."

Fortunately, there are tools that can help superintendents understand not only how to avoid these kinds of personality clashes, but also communicate and work more effectively with their staff and higher-ups so that these kinds of incidents don't happen—at least not often.

## Decoding Personality Differences

One tool that corporate America has long put to use is called the Myers-Briggs Type Indicator (MBTI). Developed more than 50 years ago by Katherine Briggs and her daughter Isabel Myers, the indicator is designed to detect differences in personality preferences by posing such questions as: Do you develop close friendships with few people or casual friendships with many people?

*Understanding your innate personality preferences is the first step toward recognizing how to best communicate and work with your crew, green chairman, and board members.*

Do you get along better with imaginative or realistic people? Do you let your head rule your heart or your heart rule your head?

Though these questions appear simplistic, the results are exceedingly accurate when interpreted by a trained professional. Referred to as typology, this technique actually has its roots in the work of renowned psychiatrist Carl Jung. It was Jung who discovered that people with different personality preferences also have vastly different ways of perceiving and processing information.

Understanding your innate personality preferences is the first step toward recognizing how to best communicate and work with your crew, green chairman, and board members.

The indicator, which is a paper-and-pencil questionnaire, is divided into four critical areas. Under each are pairs of opposite personality preferences that describe us all to varying degrees. They are:

**1. How we direct our attention.** In this category, there are *Extraverts* and *Introverts*. An extravert tends to be a "people" person who enjoys working with others—in a group or one-to-one—to get a job done. Introverts attend, initially, to their inner world of thoughts and reflections and, secondarily, to the outer world. In general, introverts prefer to "fly solo" to complete assignments and tasks.

**2. How we gather information.** In this category are the *Sensors* and *Intuitives*. Sensors thrive on details and excel at precision work. Intuitives, on the other hand, view the world through a wide-angle lens. In their work, intuitive types are interested in the big picture and often ignore—or are impatient with—the accompanying details.

**3. How we make decisions.** In this category are the *Thinkers* and the *Feelers*. Thinkers make decisions based on facts and logic, while feelers make decisions based on others' opinions and needs.

**4. How we behave in the world.** Here, we have *Judgers* and *Perceivers*. Judgers are naturally decisive, organized, and like to follow a plan—to a tee. Perceivers, by contrast, are spontaneous, adaptable, and require that a plan be flexible—not etched in stone.

In each of these four areas, we are pre-

dominantly one of the two personality preferences: extravert or introvert, sensor or intuitive, thinker or feeler, judger or perceiver. It's our personality preferences that affect the way we perceive an issue, process information, make decisions, and behave in the world.

Many people's interpersonal communications run amuck because they fail to recognize that *their* way of operating isn't the *only* way to operate.

The Myers-Briggs Type Indicator helps us pinpoint our personality strengths and blind spots—as well as those of the people we work with every day. From that, we can determine how best to develop our underutilized personality qualities so that we are better equipped to work in concert with people whose personality preferences are distinctly different from our own.

In short, the key to building harmonious and productive relationships on the job is to communicate your ideas, concerns, and needs in the other person's language and style. (See sidebar on page 4, for productive ways to communicate with these personality preferences.) This will increase your chances not only of being heard and understood, but also of achieving a favorable outcome.

### **Typology at Work: 'Super' Successes**

Here's an example of how a superintendent used what he learned from the Myers-Briggs Type Indicator to uncover—and compensate for—a major flaw in his dealings with staff.

This particular superintendent—newly hired—had quickly engineered the turnaround of failing conditions on his golf course. In the process, however, his militaristic style of managing had offended so many of his crew members that he ended up losing some of his best people.

When the superintendent took the Myers-Briggs Type Indicator, he learned that he was a thinker with a marked lack of awareness in the feeling function. Once aware of this blind spot, he was able to make a concerted effort to be more sensitive to his staff's needs. The result: The mass exodus ended.

One of the most important applications of the Myers-Briggs Type Indicator is to discover those secondary talents which, when polished, can help turn a good superintendent—or manager—into a great one.

Another superintendent found the results of the Myers-Briggs useful in helping him communicate more effectively with his green chairman during committee meetings.

In this case, the superintendent felt that, at every green committee meeting, agenda items were being discussed at such a rapid rate that he wasn't able to digest and react to the first "must-do" before the green chairman was firing off another one.

After taking the Myers-Briggs, the superintendent discovered he was an introvert going up against an extravert. His solution was to ask the chairman to give him a list of agenda items prior to their meeting. This has allowed the superintendent adequate time to think about and formulate his responses upfront, making it easier, in the long run, for him to match his chairman's harried communication style.

The superintendent has also learned how to slow the chairman down from a gallop to a trot when he begins to feel overwhelmed by the chairman's pace. This has made the superintendent feel more confident and relaxed both in meetings and on the job.

Understanding people through this lens is also exceedingly useful in building a work team. While the Myers-Briggs should not be used to decide on hiring or firing, it is immensely helpful in expanding your awareness of the skills you need to seek in others in order to balance your own blind spots.

When hiring staff, it's almost natural to select applicants who are mirror images of yourself. But to build a truly effective staff, typologists agree that you should look for people with qualities that complement—not duplicate—your own.

If you're intuitive, then, you should seek out sensing types to handle the critical details you might gloss over. If you're a sensing type, you'll want an intuitive or two to help generate those member-pleasing new ideas.

## Tips for Speaking the Other Person's Language

### When communicating with Introverts:

- Give information in written form whenever possible.
- Don't expect an immediate response. They need adequate time for reflection.
- In a group or one-to-one, make space in the flow of conversation for them to speak.
- Expect that they will use few words and gestures.

### When communicating with Extraverts:

- Be ready to listen. They need to talk it out.
- Allow them time to tell their story.
- Don't believe everything they say. They think out loud and may change their mind later.
- Attempt to match their speaking pace and gestures. They tend to think something is wrong if you don't.

### When communicating with Feeling types:

- Anticipate the effects of a decision on others.
- Look for points of agreement first.
- Practice gaining cooperation versus insisting on compliance.
- Be open to alternatives and options.

### When communicating with Thinking types:

- Be objective when presenting critical feedback. Don't personalize it.
- Make your comments simple, direct, and concise.
- Discuss causes and effects. "If this . . . then that."
- Logically consider pros and cons; decide and then hold firm.

### When communicating with Judging types:

- Be punctual, organized, and prepared.
- Be ready to come to a conclusion; don't leave issues open-ended.
- Be decisive and definitive.
- Stay with the planned agenda. Remember, they are stressed by unexpected change.

### When communicating with Perceiving types:

- Be patient and ready to answer many questions.
- Focus on how things are done versus the end result.
- Offer choices.
- Remain open to new information, ideas, and shifts in direction.

### When communicating with Sensing types:

- Be clear and concise when stating the issues.
- Have the facts, and be ready to offer proof.
- Present information step-by-step.
- Stress what is practical, and offer logical ways to apply ideas or principles.

### When communicating with Intuitive types:

- Talk in global terms, about the "big picture" and its implications.
- Include options and possibilities in the discussion.
- Engage their imaginations.
- Talk in general terms. Too many details will stress them.

One fellow superintendent's intuitive personality served him well in developing the kind of innovative perennial garden and tree planting programs that won him high praise from the membership. His assistant, who he had hired several years earlier, was also an intuitive. Together, they generated a lot of clever ideas but sometimes overlooked the finer details of managing the course. As the operation's tasks began to escalate—partly a result of all their new-laid plans—errors and oversights began to creep in to the operation.

The crowning blow was when the foreman improperly positioned a hole location on a green—not once but twice—for two high-profile tournaments.

After scrutinizing the results of the Myers-Briggs Type Indicator, it became obvious that what the superintendent needed was a more detail-oriented person to, in effect, mind the store.

With his green chairman's blessing, the superintendent hired a second assistant, who demonstrated the skills of a strong sensing type, to watchdog the day-to-day operations. Over time, the new assistant proved to be an invaluable addition to the operation.

As a result of this experience, the superintendent became a firm believer in the Myers-Briggs Type Indicator as a worthy management tool. The true beauty of this instrument, after all, is not in its ability to type people, but in its ability to show us how to capitalize on our strengths and compensate for our blind spots.

### Quick Test: What's Your Personal Style?

Just for fun, here's a quick test that might give you insight into your personality preference. Consider the words in each pair, and circle the one that best describes your personal preference. Don't think too much. Go with your first reaction.

- 1 a. Private      b. Open
- 2 a. Practical    b. Ingenious
- 3 a. Fair          b. Compassionate
- 4 a. Scheduled    b. Spontaneous

### Answer Key

Use the key below to see what your choices indicate about your Myers-Briggs personality preference.

- 1 a. Introvert    1 b. Extrovert
- 2 a. Sensor      2 b. Intuitive
- 3 a. Thinker     3 b. Feeler
- 4 a. Judge       4 b. Perceiver

Keep in mind: This is only a general indication, not a full-fledged analysis. If you would like to know more about the Myers-Briggs Type Indicator, you can contact a professional certified to administer and interpret the MBTI.

To truly benefit, however, you need to not only take the Myers-Briggs Type Indicator, but also have it properly inter-

preted for you, and then learn how its principles can be applied to improve your communications—and relationships—at work.

*Michele A. Lucas, LCSW, BCD and Roberta Rachel Omin, CSW, BCD are co-founders and directors of **LifeWorks**, an educational organization that administers the Myers-Briggs Type Indicator extensively in businesses and schools throughout New York and Connecticut. They also use the Myers-Briggs Type Indicator to assist individuals, couples, and families.*

*If you would like to contact either of these certified MBTI administrators, you can reach Michele at 203-838-9777, ext. 2, or Roberta at 914-941-8179.*

## Member News

Dear MetGCSA,

There is no doubt in any of our minds that the MetGCSA is one of the most active golf course superintendent associations in the United States. I just wanted to offer, too, how extremely close-knit and compassionate its members are.

Many of you have heard about my sickness through the superintendent's grapevine. Since late December, I have been fighting a rare disease called Polyarteritis Nodosa. It created inflammation of blood vessels and arteries throughout my body. Undetected in its early stages, it has a 50-percent lethality rate by blocking blood flow to major organs, mainly the heart and brain. So far, I've been very lucky and thankful for some great work by some terrifically bright doctors. With proper chemo treatments and medication, I will beat the disease by the end of the year.

Enough of my problems, the point of this message is to thank so many Met members for their phone calls, thoughts, concerns, prayers, and cards. I cannot begin to tell you how much they helped me make it to this stage. It's impossible for me to contact each and every one of you personally in a prompt fashion. So I want to state right here, right now that you are the greatest.

Take it from me. Don't take anything in life for granted. Stay focused on your top priorities each and every day, and remember they are just that: priorities. I, for one, am a changed man.

From a humbled and grateful member of the MetGCSA,

Scott C. Apgar  
Metro Milorganite, Inc.

### New Member

Please join us in welcoming new affiliate member **Bernardo Luciano** of Central Irrigation Supply in Elmsford, NY.

### Member on the Move

Congratulations to **Gabriel Cirillo** who has moved from assistant superintendent to superintendent at Manhattan Woods Country Club in W. Nyack, NY.

### Retired

Best wishes to **Herb Waterous** who has recently retired and moved from Westchester County to Rotonda West, FL. Herb has been a member of the MetGCSA since 1963. He was the long-tenured superintendent at Scarsdale Golf Club in Hartsdale, NY, before joining the commercial side of the business in 1997 as a consultant for Toronto, ON-based ArborCom Technologies, Inc. As part of this venture,

Herb has traveled the countryside, applying construction computer models to conduct light penetration studies on greens and other areas where light is a limiting factor.

Herb has been quietly dedicated to the MetGCSA. Serving on the board as secretary in the '60s and most recently as a valued member of the *Tee to Green* editorial committee, Herb has always welcomed Met members to his course, hosting at least two meetings in the past decade.

Technically *semi*-retired, Herb has stayed on as a part-time consultant with ArborCom. "The golf course business was a big part of my life and I really do miss it," he says. "But my work with ArborCom has allowed me to stay in touch with the business in a very interesting way. After all, it does take me to some of the best courses in the country."

Enjoy, Herb, and welcome to the ranks of Class AL. Once a superintendent, always a superintendent.

### Birth

Congratulations to Patterson Country Club Superintendent **Arik Carlson** and his wife, Barbara, on the birth of their daughter, Violet Reed, on February 2.

### Well Wishes

We'd like to send well wishes to the following MetGCSA members and friends:

- **Scott Apgar** of Metro Milorganite Inc., Danbury, CT
- **Mike Leary**, superintendent, Bruce Memorial Golf Club, Greenwich, CT
- **Dave Mahoney**, superintendent, Siwanoy Country Club, Bronxville, NY
- **Gerald Mahoney**, MGA Director of Golf Programs
- **John Richichi** of Dar Par Sales, E. White Plains, NY

### In Memoriam

We are sorry to announce the loss of fellow superintendent **Tom Pelletier, CGCS**, who died March 24 due to melanoma at the age of 44. Tom was a longtime Connecticut AGCS member and the superintendent at Richter Park Golf Course in Danbury, CT, for the past 14 years. A dedicated superintendent and loving family man, Tom leaves behind his wife of 18 years, Amy, and two children, Sam, 12, and Peter, 10. He will be missed by all who knew him.

## TurfNet Acquired by Turnstile Publishing Company

**Peter McCormick**, who everyone knows as the mastermind and president of TurfNet, has sold his company to Turnstile Publishing Company of Orlando, FL. Turnstile is adding TurfNet to its existing lineup of golf publications, which include *Golfweek*, *Turnstile's Golf & Travel*, *golfweek.com*, and *Golfweek's Superintendent News*.

Peter, who is the affiliate member on the MetGCSA Board, has joined Turnstile as general manager of TurfNet operations, operating out of his Skillman, NJ, office. He is also continuing on as editor of *TurfNet Monthly* and webmaster of *TurfNet.com*, in addition to becoming a contributing editor of *Superintendent News*.

"On the surface, there won't be any big changes," says Peter, who founded TurfNet in the New Jersey/New York metropolitan area in 1994. "Turnstile wants to help grow the business, while adding value through enhancements to the service. This was the next logical step for TurfNet."

# The Greatest Show on Earth

*GCSAA's 72nd  
International Golf  
Course Conference  
and Show Highlights  
and Happenings*



**G**CSSA's 2001 International Golf Course Conference and Show, you might say, is the start of a new era for the profession of golf course superintendent.

At the Annual Meeting held February 16 in Dallas, the much-talked-about Professional Development Initiative passed with flying colors, receiving a full 75 percent of the vote. The initiative spurred a bylaw amendment requiring additional qualifications for Class A membership.

To be implemented July 1, 2003, this amendment will require that all GCSAA Class A members provide proof of a valid pesticide license or pass a GCSAA pesticide exam. In addition, a matrix of formal education, superintendent experience, and continuing education/service points will determine classification.

Anyone who is a GCSAA Class A member as of the July 1, 2003 implementation date will be grandfathered into their current classification. Beginning on that date, all new and grandfathered Class A members will be responsible for meeting ongoing requirements. Then, like CGCS status, superintendents will be expected to renew their Class A status every five years.

"This amendment is monumental for the association and the golf industry," says newly elected GCSAA President Tommy Witt. "Research tells us the golf course superintendent is integral to the game and the business of golf. But the demands of the marketplace show a trend toward an even higher standard for the profession. For the association, there is an obligation to provide the resources for its members to meet—and even exceed—that standard."

## **Meet the New Board—With a Surprise Change**

The Annual Meeting, which was just one of many events at this year's International Golf Course Conference and Show, held February 11-17, also included the election of officers and directors. Tommy Witt, CGCS, at The Kiawah Island Club, Kiawah Island, SC, as mentioned, was elected president, while Mike Wallace, CGCS, at Hop Meadow Country Club, Simsbury, CT, was

## **GCSAA at a Glance**

### **Board of Directors**

#### **President**

Tommy Witt, CGCS, The Kiawah Island Club, Kiawah Island, SC

#### **Vice President**

Mike Wallace, CGCS, Hop Meadow CC, Simsbury, CT

#### **Secretary/Treasurer**

Jon Maddern, CGCS, Elk Ridge GC, Atlanta, MI

#### **Immediate Past President**

R. Scott Woodhead, CGCS, Bozeman, MT

#### **Directors**

Ricky Heine, CGCS, The GC Star Ranch, Austin, TX

Sean Hoolehan, CGCS, Wildhorse GC, Pendleton, OR

Bob Maibusch, CGCS, MG, Hinsdale GC in Clarendon Hills, IL

Tim O'Neill, CGCS, CC of Darien, Darien, CT

Mark Woodward, CGCS, Dobson Ranch/Riverview golf courses, Mesa, AZ

#### **Executive Management**

Steve Mona, CAE, Chief Executive Officer

Julian Arredondo, Chief Financial Officer

#### **Founded**

1926 at Sylvania CC, Toledo, OH

#### **Headquarters Location**

Lawrence, KS (since 1973)

#### **Membership**

21,000 members in 65 countries

## Met Makes Honorable Showing in the 2001 GCSAA Golf Championship

selected vice president. Jon Maddern, CGCS, at Elk Ridge Golf Course, Atlanta, MI, was chosen secretary/treasurer.

R. Scott Woodhead, CGCS, remains on the board as immediate past president.

Elected as GCSAA directors were Robert Maibusch, CGCS, MG, at Hinsdale Golf Club, Clarendon Hills, IL; our own Tim O'Neill, CGCS, at Country Club of Darien, Darien, CT (*Congratulations, Tim!*);

*A total of 20,584 attended the world's largest golf course management conference and show, marking the sixth straight year the 20,000-mark had been eclipsed.*

and Mark Woodward, CGCS, at Dobson Ranch/Riverview golf courses, Mesa, AZ.

Sean Hoolehan, CGCS, at Wildhorse Golf Club, Pendleton, OR, was appointed to a one-year term that was created by Maddern's election as secretary/treasurer. Also established at the Annual Meeting was that Ken Mangum, CGCS, at Atlanta Athletic Club, Duluth, GA, would remain on the board, serving the second year of an elected two-year term.

On April 2, however, GCSAA President Tommy Witt announced that Ken Mangum had resigned from the board. Ken explained that he would no longer be able to devote the time necessary to fulfilling the duties of a GCSAA board member because the number of projects at his facility had increased significantly and would require his full attention in the upcoming years.

To serve the remainder of Ken's term, which ends at the February 2002 Annual Meeting in Orlando, FL, Tommy Witt appointed Ricky Heine, CGCS, of The Golf Club Star Ranch in Austin, TX. Ricky, a GCSAA member for 19 years, was narrowly defeated this past February in his campaign for a GCSAA board of director position.

### What a Show It Was

The GCSAA Conference and Show included 120 educational seminars and more than 70 hours of educational programming. Attending golf course superintendents, architects, course officials, turfgrass professionals, educators, suppliers, and media representatives also were afforded the latest in golf course management products and services at the three-day trade show. GCSAA's 73rd International Golf Course Conference and Show is set for February 4-10, 2002, in Orlando, FL.

A total of 20,584 attended the world's largest golf course management conference and show, marking the sixth straight year the 20,000-mark had been eclipsed. Education seminar attendance was 7,616, just short of the 7,903 established last year. There were 727 exhibitors, covering an all-time best of 275,500 square feet of floor space.

Other conference and show highlights include:

- Mitch Clodfelter, golf course superintendent at Cowans Ford Country Club in Stanley, NC, won the GCSAA Golf Championship with a two-over-par 145. (See how MetGCSA members placed in the National Scorecard, right.)
- Arthur Weber, longtime MetGCSA friend and honorary member, received the GCSAA Distinguished Service Award, which is reserved for individuals who've made "outstanding contributions to the advancement of the golf course superintendent's professionalism."
- Chris Carson, superintendent at the Echo Lake Country Club in Westfield, NJ, received this year's Leo Feser Award for his article, "How to Keep Your Job," which appeared in the January 2000 issue of *Golf Course Management*.
- PGA Tour Commissioner Tim Finchem was afforded GCSAA's highest honor, the Old Tom Morris Award, recognizing his commitment to the game of golf.
- The Michigan State Turfgrass Environmental Program was honored with the GCSAA President's Award for Environmental Leadership.

Even cold, rainy weather couldn't dampen the spirits of the 750 contestants who participated in the 2001 GCSAA Golf Championship. Hosted by seven San Antonio, TX, golf courses, the event put the competitors' golf skills to the test.

Congratulations to the following MetGCSA members who fared well on the links, despite the unusually challenging conditions.

#### Fourth Flight, 1st place gross

John Gallagher, Racebrook Country Club, Orange, CT

#### Fifth Flight, 4th place gross

Stephen Rabideau, The Hamlet Golf & Country Club, Commack, NY

#### Sixth Flight

**4th place gross:** Phil Anderson, Village Club of Sands Point, Sands Point, NY

**5th place net:** Greg Wojick, CGCS, Greenwich Country Club, Greenwich, CT

#### Seventh Flight, 7th place gross

Joe Alonzi, CGCS, Westchester Country Club, Rye, NY

#### Eighth Flight, 8th place net

Scott Schukraft, Huntsville Golf Club, Shavertown, PA

#### Ninth Flight, 2nd place net

Jim McNally, Rock Spring Club, West Orange, NJ

#### Super Senior Flight, 2nd place gross

Frank E. Lamphier, Class AL

**Word to the Wise:** With a great venue for next year's Golf Championship—it will be held at the Golf World Village in Jacksonville, FL—be sure your application meets the deadline so you won't be closed out of this hugely popular event. Housing is limited!

# Ushering in a New Era in GCSAA History

by Tim O'Neill, CGCS

**G**CSAA's International Convention and Show gets better all the time. My personal highlight this year, of course, was the Annual Meeting, where I was elected to a two-year term on the GCSAA board as a director.

Many, many thanks to all MetGCSA members for your support—and to John Carlone and Bob Alonzi, in particular, for all they did on my behalf.

I am, of course, looking forward to my continued involvement on the national board and am happy to report that I will serve again this year as the Membership Chairman and will assume a new post as Chairman of the 75th Anniversary Resource Group.

## A Gala 75th Anniversary Celebration Is Under Way

GCSAA already has many plans brewing for a grand 75th anniversary celebration, which began at the conference and show in Dallas and will continue right through to the 2002 conference and show in Orlando, FL.

Among the celebration's special offerings and events:

- A special dues rate of \$75 is now in effect for new members of GCSAA. The offer is good through the next show in Orlando. For more information, contact GCSAA at 800-472-7878 or call me at the Country Club of Darien, 203-655-9726, ext. 222.
- Two days of activities, programs, and ceremonies are planned for September at the headquarters building in Lawrence, KS. All GCSAA members are encouraged to attend the event. Chapters will be asked to find ways to send as many representatives as possible. Fundraising efforts between now and September should easily insure the MetGCSA is well represented.
- A life-size bronze statue of Old Tom Morris has been commissioned and will be unveiled at the September celebration.
- GCSAA plans to build a brick walkway surrounding the new statue at headquarters and is sponsoring a "buy a brick" program. This program allows you to purchase bricks for \$50 with your name inscribed—and eternally etched into the history of our association.
- An Anniversary Book has been commissioned and will recount the history of the organization.
- A golf ball collection drive has been started by encouraging members to donate three balls with their club's logo. One ball will be displayed while two others will be auctioned on E-Bay to benefit The GCSAA Foundation.

Coordinating all the Met's involvement in GCSAA's anniversary celebrations will be fellow resource group member John Carlone. Feel free to contact John at Meadow Brook, 516-935-6505, or me with any questions.

## Inside the Board Room

Before and after the activities at the annual conference and show, the board of directors met—as usual. Here are some of the decisions and discussions that developed in Texas during February:

- \$100,000 was awarded to the Michigan Turfgrass Information File (TGIF) and Library, which houses articles and data related to the turfgrass industry. Available through subscription, this service has been used primarily by researchers and academicians. With the funding, TGIF administrators hope to encourage greater superintendent participation by making it more user-friendly and by eliminating the subscription fee.

- The board continued its practice of looking at all the sponsorship arrangements of the association and the terms and conditions of each. With the sponsorship of numerous companies, GCSAA is able to provide services and events that would not be possible with GCSAA funds alone. Because we are conscious, however, of member concerns about the commercialization of our events, we do evaluate, at our quarterly meetings, each one of our sponsorship and licensing agreements.

- A summary of the Annual Planning Meeting held in December 2000 was reviewed and approved. This document, which is a collaborative effort of the board and executive staff, guides the association's focus during the coming year. One of the major efforts targeted this year is to enhance the line of communication between GCSAA and local chapters by stepping up the Speakers Bureau Program. Through this program, board members will contact and then go meet with local chapter board members about a topic of particular interest to that chapter. The hope is to reach about 30 chapters each year.

Other efforts will include looking for ways to expand the annual conference and show, further develop the association's internet strategy, and target and develop leaders in local chapters.

- The Associate Member category was amended to allow golf course workers (e.g., mechanics, spray technicians, horticulturists, etc.) to join at the reduced rate of \$125. In the past, the Associate category was limited to former student members, and the staff mentioned above were considered Affiliate members, who pay the full \$250 dues.

Other discussions included:

- A proposed partnership with the national Irrigation Association to help GCSAA develop and then administer a comprehensive irrigation education program for members.

- A redesign of the certification exam so that it reflects the competencies which have been established by the Professional Development Initiative—and which more accurately represent the roles and responsibilities of today's superintendent.

- The creation of a Political Action Committee (PAC). The Government Relations Committee has proposed that a PAC be formed to scout out—and offer financial support to—political candidates in D.C. who are supportive of the golf course industry.

If any of you want to discuss these, or any other GCSAA-related issues, please don't hesitate to give me a call at the Country Club of Darien. I look forward to continuing with these updates and keeping you informed about GCSAA activities as the year goes on.

## Upcoming Events

### We're Almost There

We've almost found a home for all of our meeting and social events for the year 2001. Again, to volunteer your club for an open meeting site, contact either of our Tournament Committee co-chairs—Jeff Wentworth, 914-738-2752, or Sean Cain, 914-723-3238. To host a social event, contact Social & Welfare Committee Chairman Joe Alonzi, 914-798-5361.

## 2001 Meeting and Social Calendar Update

### Business Meeting

Wednesday, March 21  
Sunningdale Country Club, Scarsdale, NY  
Host: Sean Cain

### Two-Ball Qualifier

Monday, April 30  
The Powelton Club, Newburgh, NY  
Host: Bob DeMarco

### Superintendent/Manager Tournament

Monday, May 14  
Country Club of Darien, Darien, CT  
Host: Tim O'Neill, CGCS

### Invitational Tournament

Monday, June 11  
Brae Burn Country Club, Purchase, NY  
Host: Dennis Flynn, CGCS

### MetGCSA Championship/Met Area Team Championship Qualifier, Round 1

Tuesday, July 10  
Garrison Golf Club, Garrison, NY  
Host: Rich Browne

### MetGCSA Family Picnic

Date & Site TBA

### MetGCSA Summer Social

Date & Site TBA

### Poa Annual Tournament

Monday, August 13  
Minisceongo Golf Club, Pomona, NY  
Host: Jason Ziesmer

### MetGCSA Championship/Met Area Team Championship Qualifier, Round 2

Tuesday, September 18  
Centennial Golf Club, Carmel, NY  
Host: Will Heintz

### The Assistants Championship

Tuesday, October 2  
The Stanwich Club, Greenwich, CT  
Assistant Hosts: Albion Imondi/David Polvino

### Superintendent/Green Chairman Tournament

Tuesday, October 16  
The Meadow Brook Club, Jericho, NY  
Host: John Carlone, CGCS

### Annual Meeting

November: Date & Site TBA

### MetGCSA Christmas Party

Saturday, December 8  
Brae Burn Country Club, Purchase, NY  
Host: Dennis Flynn, CGCS

## Area Professional Golf Events

### The NFL Golf Classic ~ Senior PGA Tour

Friday–Sunday, June 8–10  
Upper Montclair Country Club,  
Clifton, NJ  
Host: Robert Dickison, CGCS

### The Instinet Classic ~ Senior PGA Tour

Friday–Sunday, June 15–17  
TPC at Jasna Polana, Princeton, NJ  
Host: Roger A. Stewart Jr., CGCS

### The Buick Classic ~ PGA Tour

Thursday–Sunday, June 21–24  
Westchester Country Club, Rye, NY  
Host: Joe Alonzi, CGCS

### Japan Airlines (JAL) Big Apple Classic ~ LPGA Tour

Thursday–Sunday, July 19–22  
Wykagyl Country Club,  
New Rochelle, NY  
Host: Chip Lafferty

### The Lightpath Long Island Classic ~ Senior PGA Tour

Friday–Sunday, August 3–5  
The Meadow Brook Club, Jericho, NY  
Host: John Carlone, CGCS

## Spotlights

# The Powelton Club Revisited for Season's First Golf Meeting



**Bob DeMarco**

by Glen Dube

*President's Message continued from page 1*

Everyone can appreciate how difficult it can be to secure sites. Let's face it, clubs are booking all their available time with outings, where they charge high fees to generate income. I do believe, however, that most clubs also understand the need to give back to their professional staff. They do this by occasionally hosting MetPGA, MGA, CMA, and MetGCSA events.

Tournament Committee Co-Chairmen Jeff Wentworth and Sean Cain have made many phone calls, pleading for sites. They have presented alternate formats for golf meetings to the board. They are being forced to think outside the box. This is not a bad thing, but I know we will miss our monthly golf meetings if we're forced to do away with them.

If you're willing to host this year's Annual Meeting, please contact Jeff or Sean as soon as possible. If you are considering hosting a meeting next year—or even in 2003—it's not too early to approach your club now.

Remember, we're all in this together. No one should be intimidated to host his or her peers. What this association is all about is getting together, playing golf, enjoying one another's company, and talking shop. Let's not lose this valuable opportunity.

### An Ally at the Top

As most of you are aware by now, Country Club of Darien Superintendent Tim O'Neill, CGCS—who also happens to be our May meeting host—was elected at our annual conference and show in Dallas to a two-year term as director on the GCSAA board. Tim received outstanding support from the entire country, racking up more than 6,000 votes.

As a director, Tim will also serve as chairman of the Membership Committee and the new 75th Anniversary Resource Group. (See Tim's article on page 8.) If anyone has questions regarding an aspect of GCSAA, Tim has made it clear that he welcomes your phone calls.

Congratulations, Tim, and good luck!

**B**ob DeMarco, superintendent of The Powelton Club in Newburgh, NY, will host the MetGCSA's first golf meeting of the season on April 30. This meeting will mark the Met's third visit to this historic club where Bob has been superintendent for close to 20 years.

Among the oldest in the country, this 109-year-old golf course sits on 90 acres and plays to just over 6,000 yards. But don't let the length of the course fool you. The greens are small and sloping, making accurate iron shots paramount if you want to score well.

### Here to Stay

A Devereaux Emmet design, this course has, over the years, acquired the signature of at least two other golf course architects: Robert Trent Jones, who partially rebuilt holes #6 and #7 in the late 1950s, and then Geoffrey Cornish, who in the mid-'80s established a long-range plan for course enhancements that included bunker and tee renovations, mounding, and tree planting.

In 1985, Cornish also helped guide course renovations required to make way for the expansion of I-84's Newburgh-Beacon Bridge, which meant relocating the 17th hole and four tees.

A year ago February, The Powelton Club had the good fortune of being added to the National Register of Historic Places, which will likely protect it from further encroachments. And none too soon, according to Bob. "There's talk of a Route 9W expansion," he says. "If they moved 50 feet onto our property, it would affect four holes and our maintenance facility." For the time being, Bob and the Powelton membership are keeping their fingers crossed.

### Keeping Busy

During his tenure, Bob has completed various renovation projects: In addition to implementing many of the ones initiated by Cornish, Bob's installed an all-new irrigation system, conquered challenging drainage problems, converted a stream to a

pond on the 16th hole, and hydraulically dredged the irrigation pond on the 18th hole. "We had the projects on the 16th and 18th holes going on simultaneously," says Bob. "We restored the irrigation pond to its original depth to increase the holding capacity. In the process, we removed 6,000 cubic yards of silt."

No doubt the drought of '99 expedited the whole project and, in addition, forced Bob to look for another source of water. "We dug another well, which yields 23 gallons per minute. It's not much, but it's supplemental," Bob notes. Also in the long-range plan: to make improvements to the maintenance facility and to finish rebuilding the tees.

### Going Full Circle

Bob broke into the business by working on the grounds crew at Southern Dutchess Country Club, a nine-hole course in his Beacon, NY, hometown. He enjoyed this experience so much that he enrolled in UMass's Winter Turf School. After receiving his degree in 1976, he was hired as Powelton's assistant. In 1980, he left the club for a superintendent's position at Kutchers Country Club in Monticello, NY. Two seasons later—in December of 1981, to be exact—he circled back to The Powelton Club, this time as superintendent.

### Downtime

After a hard day's work, Bob enjoys spending time with his wife, Elayne, and his 13-year-old son, Geoffrey. During the winter months, Bob uses the little extra downtime he has to relax and recharge for the upcoming season. In addition to coaching his son's baseball team, Bob also manages his travel hockey team. When Bob isn't following the hockey team's games all across New England, he finds time to take part in the winter sport he enjoys probably more than any other: skiing.

See you all on the links!

*Glen Dube, a member of the Tee to Green Editorial Committee, is superintendent at Oak Hills Park Golf Club in Norwalk, CT.*

# Country Club of Darien Hosts Met's Superintendent/Manager Meeting

by Chip Lafferty

**O**n May 14, Superintendent Tim O'Neill and his staff will host the annual Superintendent/Manager Tourney at the picturesque Country Club of Darien in Darien, CT.

As area veterans may know, the club has had a somewhat unconventional evolution. It was built in 1957 on the grounds of the family estate of Edgar Auchincloss, who remained the club's sole proprietor for 29 years. Auchincloss hired Golf Course Architect Al Tull to transform the 140-acre plot of land into an 18-hole golf course—and private club—for what even back then was considered a song: a mere \$200,000.

The course underwent very little change until the change in regime in 1986; that's the year Auchincloss sold the Country Club of Darien to the membership. Under the club's new—and more conventional—committee system, Tim got the go-ahead for some major capital improvements.

That very same year, in fact, he hired noted Golf Course Architect Brian Silva to develop a master plan for course renovations, which has included a major drainage project, extensive tee and bunker reconstruction, and the redesign of #18 green. "We've come a long way from a farm," says Tim.

Right now, Tim is gearing up for another major undertaking: "In September," he explains, "we'll begin installing a state-of-the-art computerized irrigation system. We've been making due with a system that was more than 40 years old. It's the same system installed when the club was built."

## The Career Track

Tim has been superintendent at Darien since 1981. But his career in turfgrass management began long before that—in his Pawtucket, RI, hometown.



Tim O'Neill

"When I was a junior in high school," says Tim, "I worked as a caddie at the Pawtucket Country Club to earn some spending money." But caddying provided him with more than pocket change: It gave him the opportunity to get acquainted with—and then interested in—turfgrass management.

"When I turned 15," says Tim, "I started working on the grounds crew at Pawtucket, and by the time I graduated high school, I knew I wanted to pursue a career as a golf course superintendent."

Tim worked summers at Pawtucket as he pursued a B.S. in turfgrass management from the University of Rhode Island. When he graduated in 1979, he accepted his first position as assistant superintendent at Greenwich Country Club, under then Superintendent Paul Caswell.

"I'm thankful to Paul, of course, for his professional guidance," says Tim, "but also for encouraging me to participate in the MetGCSA."

## Professional Pursuits

Tim joined the Met board in 1984, serving on nearly every one of the association's committees as he rose through the chairs to MetGCSA president in 1992 and 1993.

Aside from offering Tim lifelong friendships, his 21-year involvement in the

association has clearly springboarded him into bigger—and more far-reaching industry pursuits.

Tim has served on the Executive Committee of the Tri-State Turf Research Foundation since the group's inception in 1990. He made his mark as the group's president and first newsletter editor, establishing an all-new direction for the newsletter and other foundation marketing communications.

Seemingly driven to bolster the golf course superintendent's role and image in the golf industry, Tim's latest pursuit has been to serve as director on the GCSAA board. Now in his second year, Tim is currently heading up our national association's Membership Committee and 75th Anniversary Resource Group.

As if all this is not enough, Tim has an impressive list of other involvements, including the Environmental Industry Council of Connecticut, the USGA, and the Audubon Cooperative Sanctuary Program.

## Personal Commitments

Though his professional life is clearly of high importance, Tim is equally committed to his family: his wife of 13 years, Jennifer, and 12-year-old Justin and 9-year-old Kristen. He enjoys lending a helping hand at the kids' school, most recently guiding them in building a soccer field and planning a greenhouse.

A sports enthusiast, Tim also manages to carve out time to follow his favorite sports teams—basketball, baseball, football—all from Boston, a little closer to his Rhode Island roots.

When you all join Tim on May 14 for one of his other favorite sports, you'll enjoy not only a good round to golf, but also a newly refurbished pro shop and clubhouse, complete with a new locker room and dining room. Enjoy!

*Chip Lafferty, a member of the Tee to Green Editorial Committee, is superintendent at Wykagyl Country Club in New Rochelle, NY.*

# Are You Under-Cultivating Your Greens?

by Jim Baird, USGA Green Section Agronomist

**U**SGA Agronomist Jim Baird has noticed an alarming trend in turfgrass management today: It seems that rather than risk raising members' hackles, many superintendents feel pressure to forego the practice of cultivating their greens.

Cultivation, he reminds us, is essential to the long-term health and welfare of our putting greens by reducing thatch accumulation and surface compaction. And despite the initial disruption it causes to the putting surface, cultivation leads to smoother, truer, firmer—and ultimately, more playable and reliable—putting greens.

Most of us already know this. What some of us may not know, however, is how to ride—and survive—the wave of criticism we often receive for our cultivation practices: “Why do you punch holes in our greens just when they start to look good?”

Worry not. Help is here. In the article that follows, Jim Baird describes the benefits of the three cultivation techniques—aerification, verticutting, and topdressing—we all know and use, though maybe spottily.

Keep this article on hand, not only as a useful reminder of the finer points of these practices, but also as ammunition if—and when—your cultivation practices are called into question by members and club officials who may need more than just *your* word on the merits of cultivating your greens.

## Hollow Core Aerification: The Ins and Outs

By physically removing unwanted organic matter—i.e., thatch—from the upper portion of the root zone, core aerification—like solid tine, deep solid tine, drilling, or water injection aerification—ensures that your plant roots receive the oxygen vital to plant growth and long-term survival.

## What's Good for the Golfer Isn't Necessarily Good for the Greens

Core aerification also benefits your greens by:

- Ensuring proper gas exchange
- Offering improved wetting of dry or hydrophobic soils
- Accelerating drying of persistently wet soils
- Increasing infiltration capacity
- Stimulating root growth within holes
- Increasing shoot growth above holes
- Disrupting layers resulting from topdressing
- Improving your turf's response to fertilizers (e.g., N, P) and soil amendments (e.g., lime, gypsum)

If you're on the fence about whether to remove or reincorporate your cores, I can tell you that we generally recommend that cores be removed following hollow core aerification. This is because we feel that too many fine soil and thatch particles are reintroduced to the upper root zone during the dragging and blowing process, and this contributes to increased moisture retention at the surface of the greens.

The other benefit in removing the cores is that it allows the holes to be filled with sand, and over the course of several years, the physical characteristics of the soil in the top two to three inches or more of the putting green soil profile can be improved.

Particularly when larger tines are used, filled aerification holes provide longer term benefits and better playability than unfilled holes.

## Verticutting: The Long and Short of It

Deep verticutting or dethatching is another effective means of controlling or reducing organic matter. The advantage to this process is that it won't soften putting surfaces to the same degree as hollow core cultivation. The verticutting machines available today, like the

new Graden or Sisis Vertical Mowers, are capable of penetrating nearly two inches below the turf surface and are considerably less disruptive than the old verticutters.

Shallow verticutting or grooming is another practice we recommend to reduce stand density and improve playing characteristics of the putting green. You can achieve a similar effect by using brush attachments on reel cutting units.

## Aerifying and Verticutting: How Much Is Enough?

Admittedly, one of the most difficult parts of initiating an aerification or verticutting program is to determine how much of each practice is adequate to manage the organic layer in the upper portion of the soil profile. Unfortunately, there is no concrete rule of thumb for the percentage of surface area that should be cultivated each year, but it is safe to say there are more greens that have been cultivated too little as opposed to too much.

In our travels, we've noticed that courses with mature greens have had success with a cultivation program that, when all is said and done, affects 15 to 20 percent of their greens' surface area per year. Keep in mind, however, that these are greens that have been reasonably well maintained. If aerification has been neglected or if soils require modification, a more aggressive program may be warranted.

The amount of surface area cultivated is a direct result of tine size, tine spacing, and frequency. I've provided a table on the following page to give you a good idea how you can manipulate tine size and spacing to achieve the percentage of surface area you would like to cultivate.

For example, by looking at the table, you can see that switching from a 1/4" tine to a 1/2" tine increases the amount of surface area you'll cultivate by four times. Using a 5/8" tine instead of a 1/2" tine increases surface area affected by nearly 50 percent.

If you change your spacing from 2" x 2" to 1" x 2" with 3/8" tines, you increase the surface area affected by 100 percent!

The rows in the table detailing the effectiveness of the Graden Vertical Mower will be of particular interest to many of you. After seeing how much this machine affects the surface, it should come as no surprise that many clubs have incorporated it as a key component in their program.

Double aerification is another practice being used in the Northeast and abroad. Double aerification may take twice as long and require twice as much sand, but it does not take twice as long for the holes to heal.

*Word to the wise:* This table is probably more useful to you than to club members or officials. It may be prudent to avoid bogging them down with the details of tine size and hole spacing and focus, instead, on the percentage of turf that will be affected by cultivating your greens. Then, once your club commits to a specific aerification goal, you can offer them choices on how to reach the goal.

## How Tine Size and Spacing Translate Into Surface Area Cultivated

Tine Size Diameter (inches)	Spacing (inches)	Number of Holes per ft <sup>2</sup>	Surface Area Affected by One Tine (in <sup>2</sup> )	% Surface Area Affected	# of Cultivation Practices Needed to Reach 20% of Surface Area Affected
1/4	1x1	144	0.049	4.91%	4.1
1/4	1x2	72	0.049	2.45%	8.1
1/4	2x2	36	0.049	1.23%	16.3
3/8	1x1	144	0.110	11.04%	1.8
3/8	1x2	72	0.110	5.52%	3.6
3/8	2x2	36	0.110	2.76%	7.2
1/2	1x1	144	0.196	19.63%	1.0
1/2	1x2	72	0.196	9.82%	2.0
1/2	2x2	36	0.196	4.91%	4.1
5/8	1x1	144	0.307	30.68%	0.7
5/8	1x2	72	0.307	15.34%	1.3
5/8	2x2	36	0.307	7.67%	2.6
Dethatching Machine 9/64" Blades	1x1	NA	NA	14.1%	1.4
Dethatching Machine 5/64" Blades	1x1	NA	NA	7.8%	2.6

**Note:** Some of the spacing relative to tine size diameters listed above are theoretical and cannot be achieved without cultivation in more than one direction.

### Timing Is Everything

In general, the optimal times to aerify and verticut putting greens in the Northeast are in mid- to late May and mid- to late August. Obviously, these times coincide with ideal playing conditions, but there are some definite advantages to cultivating during these two periods:

- rapid turf recovery due to warm soil and air temperatures
- minimum encroachment of annual bluegrass
- maximum establishment of creeping bentgrass following overseeding

### Topdressing Rules of Thumb

Frequent topdressing is another way to help reduce thatch accumulation and provide a smoother and firmer playing surface, but not all topdressing is created equal. We believe that to achieve the maximum benefits of increased water and air percolation into the soil profile, sand topdressing is the way to go. After all, if the objective of your cultivation program is to reduce organic matter on your greens, then why *add* organic matter in your topdressing?

Before starting a new topdressing program, consider these basic rules of thumb:

- Have both your existing and new topdressing materials tested by an accredited laboratory to determine their physical compatibility.
- Make a gradual transition—i.e., one to two years—to 100-percent sand if your existing topdressing material contains more than 10-percent organic matter.
- Be sure to use sand topdressing consistently and routinely to prevent layering.

To do it properly—and with greatest effect—you should topdress lightly with sand every two to three weeks. This will help manage thatch as well as provide a smoother and firmer putting green surface.

Using dry sand, light topdressing can be applied with a walk-behind or ground-driven rotary spreader and watered in lightly with the irrigation system to minimize turf abrasion, mower wear, and disruption to play.

It's important to keep in mind that your ability to maintain a routine topdressing program is contingent on having adequate resources—personnel, equipment, dry storage for topdressing sand—and good weather, not to mention time enough in the golf schedule to get the job done. Properly implemented, topdressing could reduce other cultivation requirements.

### The Payoff

The saying “short-term pain for long-term gain” rings true with cultivation. Though initially disruptive to conditions and play, its long-term benefits far outweigh any short-term inconvenience.

Cultivation is one of the most important cultural practices used on putting greens. It is to be credited, probably more than any other practice, for producing healthy turf that is less prone to serious problems during a severe summer. The practice is also responsible for firmer greens and, as a result, faster putting conditions.

Just as it's important to schedule golf events well in advance of the season, it's essential to schedule and adhere to cultivation practices on the golf course.

Keep in mind, the recommendations in this report are just that—recommendations. They're meant as food for thought and, hopefully, fodder for a well-planned cultivation program on your course.

Happy cultivating!

*Jim Baird is an agronomist with the Northeast Region, USGA Green Section. Acknowledgments to Patrick O'Brien and Christopher Hartwiger of the Southeast Region, USGA Green Section, for their contributions to this article.*



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- **Novartis Turf & Ornamental Products**  
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WEBSITE [www.plantfoodco.com](http://www.plantfoodco.com)
- **SavATree**  
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