



MEETING NOTICE:

- Date: April 22, 1976 (Note date change)
- Place: Sunningdale Country Club
- Lunch: Available in Grill Room
- Golf: 11 AM on (Possible team tournament-Green Chairman and Superintendent)
- Cocktails: 6-7 PM
- Dinner: 7 PM
- Program: Dr. H. Tashiro, Dept. of Entomology, Cornell University, N.Y.S. Agriculture Experiment Station, Geneva, New York
 "Update on Research on Hyperodes weevil and Ataenius Dung Beetle"
 Plans for coming year with M.G.C.S.A. Research monies

Special Notice: The April 22 meeting will also be a Green Committee Chairman and Superintendent combined meeting. We would like as many Green Chairman present as possible. They are welcome to play golf in the afternoon and then have cocktails, dinner and, of course, listen to the Research Program that will be conducted this year with their clubs money. We also hope to meet with the Green Committee Chairman again later in the year in a seminar situation.

COMING EVENTS:

- April 3-4 Home & Garden Show—Westchester County Center—M.G.C.S.A. Booth
- April 22 M.G.C.S.A. meeting—Sunningdale Country Club
- May 20 M.G.C.S.A. meeting—Greenwich C.C. Joint meeting Conn. G.C.S.A.
- June 17 M.G.C.S.A. meeting—Pelham C.C. 1st round Supt. Championship
- July 20 M.G.C.S.A. meeting—Winged Foot Golf Club 2nd round Supt. Championship
- August M.G.C.S.A. picnic and softball game—date to be announced
- September 30 M.G.C.S.A. Invitational—The Apawamis Club
- October Open
- November 21 Annual meeting M.G.C.S.A.—Out Post Inn

M.G.C.S.A. NEWS:

The winter turfgrass circuit is just about over. N.J. Turf Expo, Penn State, Cornell, G.C.S.A.A., Mass. M.G.C.S.A. members were in attendance at all of them, contributing

speakers local and National. The weather at Minneapolis was mild so those that did make the trip didn't freeze after all, but it did definitely affect attendance. It was an excellent educational conference. The exhibit booth space seems to get larger. No dramatic changes in the equipment industry. Next year it's Portland, Oregon. It never gets that cold there and certainly it is a part of the world we don't get to see very often but hear a lot about.

The M.G.C.S.A. business meeting in January resulted in a lively panel discussion about Hyperodes and Dung Beetle, mostly Hyperodes. I think that the general consensus was that everybody that had any problem last year was going to definitely treat according to the recommendations if budget allowed. It also was agreed that we do need to know more about the life cycle and just how many generations there are and then we might be able to come up with a better timing for just one application. The March meeting was at the New Canaan Country Club. We had a nice turnout. It certainly has been a long time since we were last there. Bob Capstick, a long time member of M.G.C.S.A., certainly made us all feel very welcome. The hospitality by manager John Lippke was just a pleasant experience. We certainly can't go anywhere in Westchester County and have a N.Y. Sirloin Steak with complete menu, cheese cake and two drinks for \$8.00. I realize we get tremendous cooperation from the manager of the clubs we have visited in the past in regard to service etc. but when it comes down to the price, no. It can be done. Those who didn't make it missed an excellent talk by Jim McLoughlin, Executive Director of the M.G.A. It certainly gave one something to think about and the group responded with many questions. Sometimes another viewpoint makes one look at a subject differently. Thanks again Bob and New Canaan Country Club.

M.G.C.S.A. The directory has been completed in looseleaf form. It is available to all members for a fee of \$3.00. The by-laws of the M.G.C.S.A. Inc. are included. The M.G.C.S.A. booklet will be good for many years as we will just replace pages as changes occur which will be at no additional expense. We also will list all future meeting dates, Officers each year, along with committee chairman.

OSHA First Aid Exam. (Red Cross) The Standard course Multimedia System of instruction in First Aid to the injured will be again offered at ARC at White Plains. It will be offered on the following dates: April 2nd, 9th, 21st, and 28th from 8:30 to 5 P.M. Lunch 12-12:30 (bring your own) Also the fee is \$10.00.



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Not copyrighted. If there is good here, we want to share it with all chapters – unless author states otherwise.

Sympathy—We would like to extend our sincere sympathy to the Vito Telesco family on the passing of Vito on February 21, 1976. Vito had just become a class C member last year but was known by many members of the Association.

We also want to extend our sympathy to Bob and Dick DePencier on the passing of their mother just recently.

Welfare:

Keep us informed. Call Dick Gonyea 914-835-3205, Dan Cancelleri 914-667-3737 or Roger Morhardt 914-279-7181 with any information which you think should be shared.



Ross Pearl, distinguished member, New Canaan C.C. and John Lippke, Manager, New Canaan C.C.



Left to right: Jim McLoughlin, Executive Director MGA, Robert Copstick, host superintendent, New Canaan C.C., Les. T. Young, Green Chairman, New Canaan C.C.



Left to right: Lloyd Stott and Tom Festo.
"Old timers meet again."

NEWS RELEASE

Several changes have been made in the USGA Green Section Staff involving shifts in assignments, the creation of the new position of National Director, and two resignations. The changes were announced by Harry W. Easterly, Jr., of Richmond, President of the USGA, and Will F. Nicholson, Jr., of Denver, Chairman of the Green Section Committee.

Alexander M. Radko has been appointed National Director of Green Section Operations. He will be responsible for all phases of Green Section Staff activities—the Turfgrass Service, research, and conferences. Radko formerly was Director of the Eastern Region.

The name of the Eastern Region has been changed to Northeastern, and Stanley J. Zontek has been appointed Director.

William G. Buchanan has been appointed Mid-Atlantic Director, replacing Holman M. Griffin, and Carl Schwarzkopf has been appointed Mid-Continent Director, succeeding F. Lee Record. Both Griffin and Record have resigned. In addition, William G. Brewer has joined the staff as Northeastern Agronomist.

Other Staff members remain in their present positions:

Southern Region—James M. Moncrief, Director

Western Region—William H. Bengueyfield, Director and publications editor.

Both Buchanan and Zontek have worked out of the Eastern Region under the direction of Radko throughout their careers with the USGA. Buchanan joined the Green Section in 1971 after his graduation from Virginia Polytechnic Institute, Blacksburg, Va. Zontek became a member of the staff a few months after Buchanan following his graduation from Pennsylvania State University, University Park, Pa. Both hold degrees in agronomy.

Radko has been a member of the USGA Green Section since 1947 while he was an undergraduate student at the University of Maryland, College Park, Md. and working as a research assistant at the U.S. Department of Agriculture's Plant Industry Station in Beltsville, Md. He came to the Eastern

Region of the Green Section when what was then the Visiting Service was begun in the East in 1953, and he has remained ever since. He will continue to work from the Northeastern Regional Office in Highland Park, N.J.

Schwarzkopf has been with the Green Section for five years as Mid-Continent Agronomist. He is a graduate of Michigan State University.

Brewer comes to the USGA from the Century Country Club, White Plains, N.Y., where in 1975 he served as an assistant to Jim Fulwider, the course superintendent. The previous year he worked at the Winged Foot Golf Club, Mamaroneck, N.Y., under Ted Horton. He is a graduate of Cornell University, Ithaca, N.Y.

NEWS FROM THE GOLF COMMITTEE

By Al Tretera, and Jim Kaczinski, Golf Chairmen

1. It will be mandatory that all Class "A" members attain an M.G.A. handicap from their respective club. This handicap will be required to participate in our championship. Remember all Superintendents receive the M.G.A. Handicap service on a complimentary basis. You just request it at your club and turn in your scores the same as a member of the club.
2. The championship will be spread over a two month period, starting with the June meeting and ending at the July meeting. A Class "A" member participating in the championship will have to attend both meetings. Class "B" and "C" members will play their championship at the July meeting.
3. The Invitational Tournament will be played at the Apawamis Club on September 30th. In order for Class "A" members to participate in the event it will be necessary to attend two monthly meetings prior to the Invitational.

This year the Invitational will be limited to the first 36 teams that reply by sending the team card accompanied with a check for payment of the day's activities.



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Jim McLoughlin, Executive Director MGA, speaking. Garry Crothers to his left.

THE GOLF COURSE SUPERINTENDENT — “A PERSPECTIVE”

by Ted Horton

Is there some restlessness, concern and modest dissatisfaction among the rank and file of Golf Course Superintendents in the Metropolitan New York area? Apparently so, and it is more obvious than we believed. This was illustrated by Jim McLoughlin, Executive Director of the Metropolitan Golf Association, at a recent Superintendents' meeting where he explained what he feels has set the stage for the “unrest” exhibited by Golf Course Superintendents:

1. **Money Pressure.** Clubs have had to reduce spending as a result of the present economic slow down. Mr. McLoughlin feels that this financial squeeze should be viewed as an “opportunity to excel within boundaries being defined by the

lower budgets.” It was also illustrated that some discontent with salaries had been noted. However, it was pointed out that the Superintendent generally moves into a higher economic bracket earlier in life than other professions. As a result, a Superintendent often “feels that he is under an economic lid,” and doesn't know where to turn next for advancement. Above all, he cautioned, “keep confident and don't lose sight of the constructive values of your job.”

2. **Responsibilities.** Quite often a Superintendent will obtain a job at age thirty where his responsibilities will not change appreciably for the rest of his life. Mr. McLoughlin felt that the “Superintendent would have to allow his maturity to cope with this situation” while on the other hand considering alternatives such as moving to a different club, off-site consulting, club management, or other competing jobs. Again, he emphasized, “don't become discouraged.”

3. **Status Competition.** There is a status problem at many clubs between the Manager and the Superintendent and most individuals are not sure where they reside in the “pecking order” of their club. Mr. McLoughlin feels that the position of Golf Course Superintendent is the best defined at this time and most consistent. He indicated that the Superintendent probably fares far better in the “pecking order” than he feels he does.

4. **Professional Image.** It is natural to want a better image but how should the Superintendent go about it? First, “it has to be earned, not wished for around tables.” It was pointed out that the Superintendent is seeking professional recognition from a “highly professional society.” As a result, this makes the task more difficult and a greater challenge. Mr. McLoughlin asked that we consider the following to improve professionally:

1. develop a greater feel for public relations within our clubs and communities,
2. become more involved at meetings by exposing ourselves at all opportunities as being anxious and willing to perform any task,
3. dress up to par if we are to be recognized by the professionals we want recognition from,



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4. do not become complacent,
5. play more golf if at all possible. Mr. McLoughlin noted that the Corporate World uses the game of golf to a tremendous advantage but the Superintendent generally neglects to use the game in this manner. Playing golf is a natural opportunity to communicate with the people we are working for.
6. And finally, to further compliment our job situation, try to provide education for property maintenance, high school orientation programs and the community environment.

As we all know, our profession has many advantages. Noting that his list was surely incomplete Mr. McLoughlin suggested that the Superintendents' job situation is healthy because of the following:

1. there are 30,000 golf related job opportunities,
2. the work is seasonally flexible throughout the country,
3. it is out-of-doors,
4. the job provides access to a club environment,
5. it is challenging technically, dealing with labor, machinery and nature,
6. it provides an opportunity to display a variety of talents.
7. the job is needed, appreciated and respected,
8. it provides opportunities to learn,
9. there are national and local associations capable of providing assistance,
10. the Superintendent is most often his own boss,
11. the work can be recognized as it is in front of the people.

But—what lies ahead? What are the trends within our industry? Mr. McLoughlin noted that “from a management

point of view, the golf club industry is in its very early crawling stages. It has yet to mature to walking and running stages.” This, of course, is referring to the “general Manager Concept” which he felt could open a new horizon for all of us. In his opinion, the club industry will move in this direction and he stated that “there is a need for consistency in professionalism throughout all club programs which could be better given by General Managers than the Committee System.”

As of yet, according to Mr. McLoughlin, “we do not have the individuals ready to fill the role of General Manager.” But, all of us were urged to prepare to migrate to this role even though the Clubhouse Manager feels more inclined for the position. It was stressed that “all phases of club management have the same edge toward the role.”

This obviously raised questions from the audience. Would the General Manager concept relegate the status of the Superintendent to that of a Foreman? Would the creation of a fourth executive increase the cost of administrative salaries unreasonably or might the salaries of the present executives be decreased to accommodate the fourth? Could the committee role be abandoned completely or would department heads find themselves caught between two bosses? I guess these questions and many others will only be answered with the passage of time. At present, it is important to prepare ourselves as best we can to accept new responsibilities as they are presented. Our profession will continuously upgrade itself through education and experience. Finally—and perhaps most important of all—all phases of club management must strive to cooperate to provide the best possible environment for our club members.

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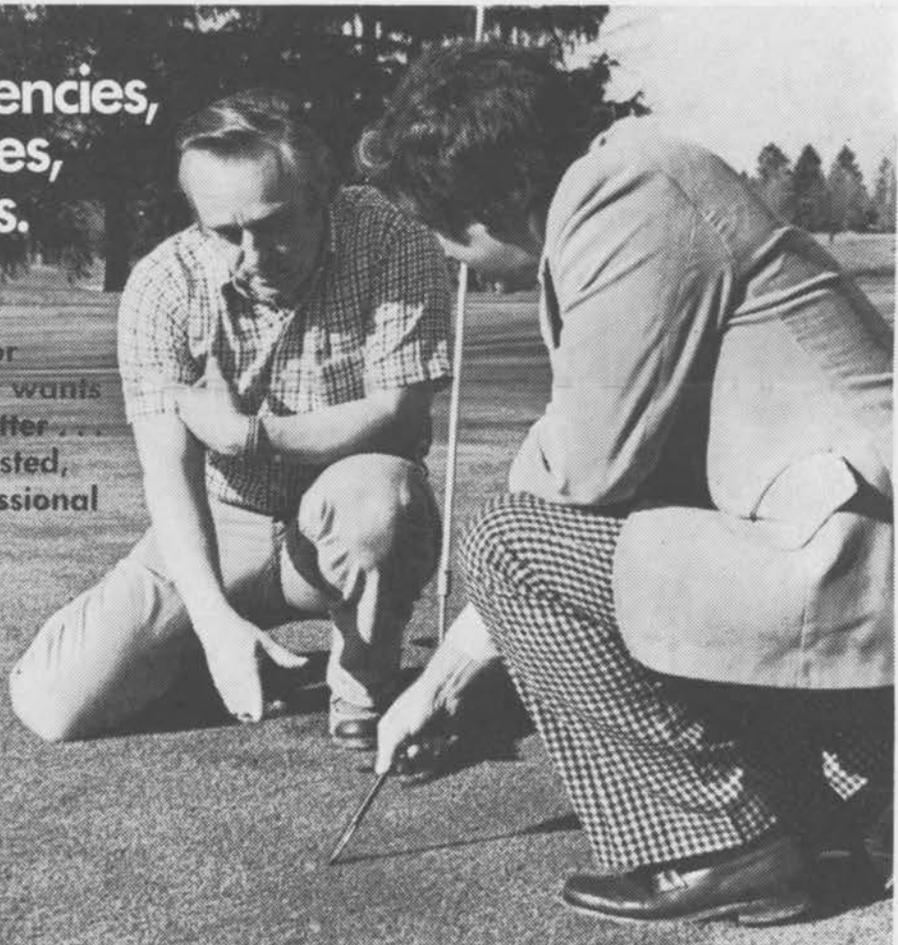
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What's A Superintendent To Do? . . . WHEN RISING EXPECTATIONS . . . CONFRONT DECLINING RESOURCES

You can almost always have a sure bet if you say that whenever two or more golf course superintendents get together they will eventually discuss the requests of their course's golfers and how this conflicts with the budget they have to do the job.

A similar wager about those inside the clubhouse would probably be just as safe, with the twist being that the clubhouse dwellers would be concerned with how the superintendent fritters away their funds while the man down the road is doing such a superior job.

This is the confrontation of rising expectations and declining resources. The golfers desire more and more, or at least make unrealistic comparisons to other courses, while the superintendent is granted lower budgets and faced by higher costs for all goods and services.

"What's a superintendent to do?" asks the headline. Certainly a question easier to pose than answer, but nevertheless, a question that deserves exploration and attempted answers.

This problem of rising expectations and declining resources is not new, nor is it isolated strictly upon golf course superintendents. Each and everyone of us face it daily, just as almost everyone else is bound to do sooner or later. Obviously, the solution is not an easy one or the problem would not persist for so long a time, nor with so broad of scope. A complicating factor added to the problem is what works one place has no guarantee of working anywhere else.

In the most basic of terms, a golf course superintendent faced by this problem has few possible alternatives. He can rely upon the reputation he has developed and trust that his recommendations will be accepted. He can arrange "test pilots," and "demonstrations." He can do whatever he believes is proper, given a certain budget, even though the golfers may complain. Or, he can follow the dictates of the golfers for as long as the budget holds out and then tell them that that will be all of the maintenance and management they can have until more money is forthcoming.

Certainly, there are other possible solutions, but these basic

points probably get the idea across. The solution is not going to be an easy one, and patience and understanding on everyone's part will be required.

Of the above suggestions, probably only the first two have any chance of working for the superintendent and the course. Basically, both of the above suggestions rely upon "education" of the member, by the superintendent.

Reliance upon a reputation is undoubtedly the best possible position for anyone. If the superintendent's suggestions have proven acceptable in the past, they will certainly have a better chance in the future. However, superintendents cannot wait until the last minute to try and build a basis for acceptance, it is a continuously on-going proposition of informing the golfers what you are doing, why you are doing it and letting them brag about the splendid results.

"Demonstration plotting," is another usually acceptable approach, providing there is sufficient time and even small amounts of money for the project. More and more superintendents are setting aside relatively small areas of the actual playing surface from time to time and demonstrating the differences a particular operation can make to the course. Following the application, operation, or whatever, the golfers are asked to decide which of the two areas they want, providing they are willing to pay for it. Most often, if the superintendent has done his homework and knows the total cost figures, the golfers will opt for the improved conditions because they can actually see the differences.

The only other serious problem a superintendent will have is to educate his golfers on the effect just a few miles distance can make in the maintenance budget of two courses. Natural terrain, soil conditions, the course's maintenance history and even rainfall can vary tremendously in short distances, and have significant effects upon what a superintendent can or cannot do given any amount of money. In fact, the whole idea of comparative golfing should be overcome, but because grass has always been greener elsewhere, it is unlikely that such thinking can be easily reversed today.

Credit: Fore Front, March, 1976

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