

THE GREEN SHIRT

CENTRAL PENNSYLVANIA GOLF COURSE SUPERINTENDENTS ASSOCIATION

— Founded April 11, 1939

HARRISBURG

Course:

MOSELEM SPRINGS GOLF CLUB

Host:

Corky Knoll

Date:

May 19, 1992

CARLISLE

READING

Lunch: 11 - 1

Open Menu

Cost: a la Carte

Cocktails 5 p.m.

Dinner: 6 p.m.

Sit Down - Preset menu

Dress: Sportcoat required

Cost: \$23.00

Tee Off: 11 a.m. - 1:00 p.m.

Cost of Carts: \$13.00 (Mandatory)

Shower Facilities Available

No guests permitted

Reservations:

By Thursday, May 14, 1992

Mail to: Patti Wall

508 Spring House Rd.

Camp Hill, PA 17011

YORK

GETTYSBURG

CHAMBERSBURG

LEBANON

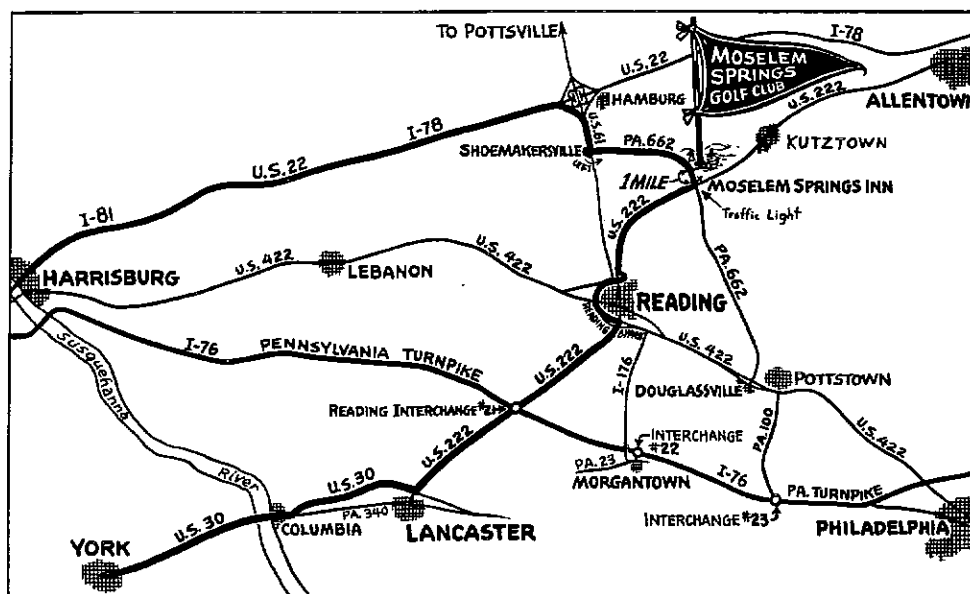
LANCASTER

COURSE PROFILE

Moselem Springs Golf Course — Geo Fazio Design & Construction. Construction began in September, 1962. Course opened to members in July, 1964. Moselem Springs Golf Course hosted the 1968 Ladies U. S. Open, which was won by Sue Maxwell Berning. First prize was \$5,000. The course is privately owned and operated.

HOST SUPERINTENDENT PROFILE

Corky Knoll is a 53 year old bachelor with 4 grandchildren, 2 daughters, married and 1 bachelor son living at home. A 1963 Graduate of Penn State Turf Program, he joined Moselem in 1963-1964. Went to DuPont Country Club in '64 - '66 and returned to Moselem in September, 1966, hopefully till after this meeting . . .



Mailing Address: R.D. 4061, Fleetwood, PA 19522

Phone: 215/944-7616

MEETING	HOST SUPERINTENDENT	TOURNAMENT	SPEAKER TOPIC	SPEAKER	
MAY 19th	Moselem Springs Golf Club	Byron Knoll, Jr.	Individual	What do you really know about pesticides	Mr. William Riden, Turf Specialist-Rhone-Poulenc
JUNE 24th	Fairview Golf Course	Jim Jones CGCS	6 - 6 - 6	Why do superintendents Love/Hate the weatherman?	Mr. Rob Dixon, Meterologist, WHTM Ch. 27
JULY 28th	Colonial C.C. - Joint w/Keystone	Sam Snyder CGCS	Quota Points	To be determined	Dr. John Harper, III, Prof. Emeritus P.S.U.
AUGUST	Social Meeting			Social	Possible HersheyPark
SEPT. 24th	Reading C.C.	Stuart Hartman	Blind Partners	What's Hot - What's Not in 1992	Dr. Peter Landschoot Asst. Prof. Turfgrass Science Extension Turfgrass Spec., P.S.U.
OCTOBER	Silver Creek - Joint w/Philly	Bill Yob		Joint with Philadelphia	To Be Announced
NOV. 4th	Fox Chase	Steve Graybill	Scramble	Annual Meeting - Elections	No Speaker

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John Dougherty 1993
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Mel Leaver 1994
Brookside Country Club
(215) 966-2354

Ken Pepple 1994
Wyncote Country Club
(215) 932-4610

Education Committee
Sam Snyder, CGCS

Membership Committee
Leaver

Golf Commission
John Dougherty

Public Relations/Social Committee
Mark Eichner

Bylaws/Planning
Jeff Edwards

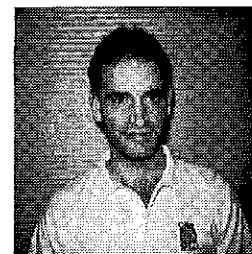
Chapter Relations/Nominations
Jeff Fry

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C. William Black, CGCS
Greg Borzok, CGCS
John Boyd
Dwight H. Brubaker
Robert Beyer, CGCS
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Bryon F. Knoll, Jr.
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John McCormick
George Morris
Y. Lewis Payson
David P. Portz, CGCS
Daniel L. Snowberger
urd Suttles
ard Tabor
Bill Wall, Jr.
David Weitzel, CGCS
Michael Wilt
Richard Wilt
Terry Wueschinski, CGCS

President's Message

Today was one of those days. All of you know what I mean. We all have them, we all hate to have them, but unfortunately they come and we have to deal with them. Today it was my turn again and without getting into detail the last thing I felt like doing now at 4:30 pm on a Tuesday afternoon is writing you an "inspiring and motivational" president's message. Nevertheless here I am with this month's "get out and win one for the Gipper" message who I am dedicating to Patti Wall. Without Patti twisting my arm on the phone five minutes ago I'd never would have remembered what I'm about to write and I wouldn't of had the pleasure to pass it along on to you. (I guess Arnold Palmer gets the credit for the following. From what I understand there is a plaque on his wall that reads this:)

If you think you are beaten, you are.
If you think you dare not, you don't.
If you'd like to win but think you can't,
It's almost certain you won't.
Life's battles don't always go
To the stronger or faster man.
But sooner or later, the man who wins
Is the man who thinks he can.



(I'm not done yet, one more!)

This is the beginning of a new day. I can waste it or use it for good. What I do today is important because I'm exchanging a day of my life for it. When tomorrow comes this day will be gone forever leaving in its place something I have traded for it. I want it to be good — not evil, success — not failure, gain — not loss, so I won't regret the price I paid for today. (Thanks Mom)

In closing, thanks again to Patti for her hard work. I know I keep saying this but our association would be floundering without her. I hope to see all your smiling faces out at the meetings, till then may your grass always be green and I hope this wasn't too heavy for you guys! See Ya . . .

EDITORIAL

Interviewing: Helpful Hints

You are most likely to use interviewing as a means of getting information from an expert for a paper, an article, or a speech. You are most likely to be interviewed when you are looking for a job. In either event, interviewing skills are important to you.

The key skill of interviewing is using questions effectively. Open questions allow for flexible response; closed questions are answered "yes" or "no" or with a few words. Primary questions stimulate response; secondary questions follow up the primary questions. Neutral questions allow the respondent free choice; leading questions require the person to answer in a particular way.

When you are interviewing for information, you will want to define the purpose of the interview, select the best person to interview, determine a framework for the interview, conduct the interview according to the framework, and interpret the results.

When you are interviewing prospective applicants for a job, you will need to structure your interview carefully to get maximum information about each candidate. Before the interview starts, make sure that you are familiar with the data from the applicant's application form, resume, letters of recommendation, and test scores that may be available. Be careful of your presentation, do not waste time, avoid loaded questions, do not ask questions that violate fair employment practice legislation, and give the applicant an opportunity to ask questions. At the end of the interview, tell the applicant what will happen next in the process.

When you are being interviewed for a job, you will want to learn about the company or club and prepare an appropriate cover letter and resume. For the interview itself, you will want to be prompt, be alert, and look directly at the interviewer, give yourself time to think before answering difficult questions, and finally ask intelligent questions about the club and work.

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AFFILIATE HIGHLIGHT

AFFILIATE MEMBER OF THE MONTH . . .

Danny Davis of Stull Equipment Company

Danny began his career in the Turfgrass industry in 1967 upon admission to the PSU Turf program. His on job training took place at Lost Creek Golfcourse and Seaview Country Club. After serving in the U.S. Army, Danny became the superintendent at the American Legion Country Club in Mount Union, Pa. Danny remained there until 1981 when Danny took a sales position with Mid-Atlantic Equipment. This company subsequently was purchased by Stull Enterprises, a company with over 70 years experience in various businesses. Stull Equipment Company is responsible for the sales and service of the Ransomes/Cushman/Ryan product lines. In addition to these lines, Stull also has selected various products that have been proven successful in the turf industry.

Jeff Shoemaker of Stull Equipment Company

Jeff began his career as grounds crew member at Host Farm Resort under Dwight Brubaker in late 60's. Attended University of Maryland 1970 thru 1972. Assistant Superintendent at Argyle Country Club 1972-1975. After working outside the industry for 10 years, Jeff came back into the industry as a Sales Rep. for Turf and Garden Equipment 1985-1988. Joined Mid-Atlantic Equipment as a Sales Rep. 1988-1991. Came on board with Stull Equipment Co. in the fall of 1991, after they purchased the turf equipment division of Mid-Atlantic Equipment.

CENTRAL PA. GOLF COURSE SUPERINTENDENTS ASSOCIATION
Meeting Notice:

DATE; Wednesday, June 24th, 1992

LOCATION; Fairview G.C.

HOST; Jim Jones, CGCS

MEETING TIMES;

(BOARD OF DIRECTORS MEETING; 10:00A.M.)

LUNCH; anytime from snack bar

GOLF; 11:00-1:00P.M. tee times

TYPE OF TOURNAMENT; 6-6-6

SOCIAL HOUR; 5:00 P.M.

DINNER; 6:30 P.M.

COST; CART-\$11.00 (mandatory)

SHOWERS; yes

DINNER-\$10.00

DRESS; casual

PROGRAM; Rob Dixon, Meterologist, WHTM Ch. 27, "Why do superintendents Love/Hate the weatherman?"

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MEETING RESERVATION AND DINNER POLICY

All dinners are pre-paid and depending on the club, lunch and golf may also be included in pre-paid cost.

All fees due for meeting must be mailed in time to reach the return address by the reservation deadline. If uncertain of your reservation, call Patti to confirm.

MONTHLY MEETINGS ARE PRE-PAID REGISTRATION ONLY-NO EXCEPTIONS.

You may cancel up to 48 hours prior to the meeting and recieve a full refund by contacting Patti Wall (717)761-5404 (not the host or hosting course).

It is in the bylaws of the CPGCSA, that monthly meeting are for members only. Exceptions are made at the discretion of the hosting superintendent.

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RESERVATION FORM

NAME; _____ COURSE/CO. _____

ADRESS; _____

MEMBER

HANDICAP _____ GUEST _____ HANDICAP _____

(guests will be paying greens fees)

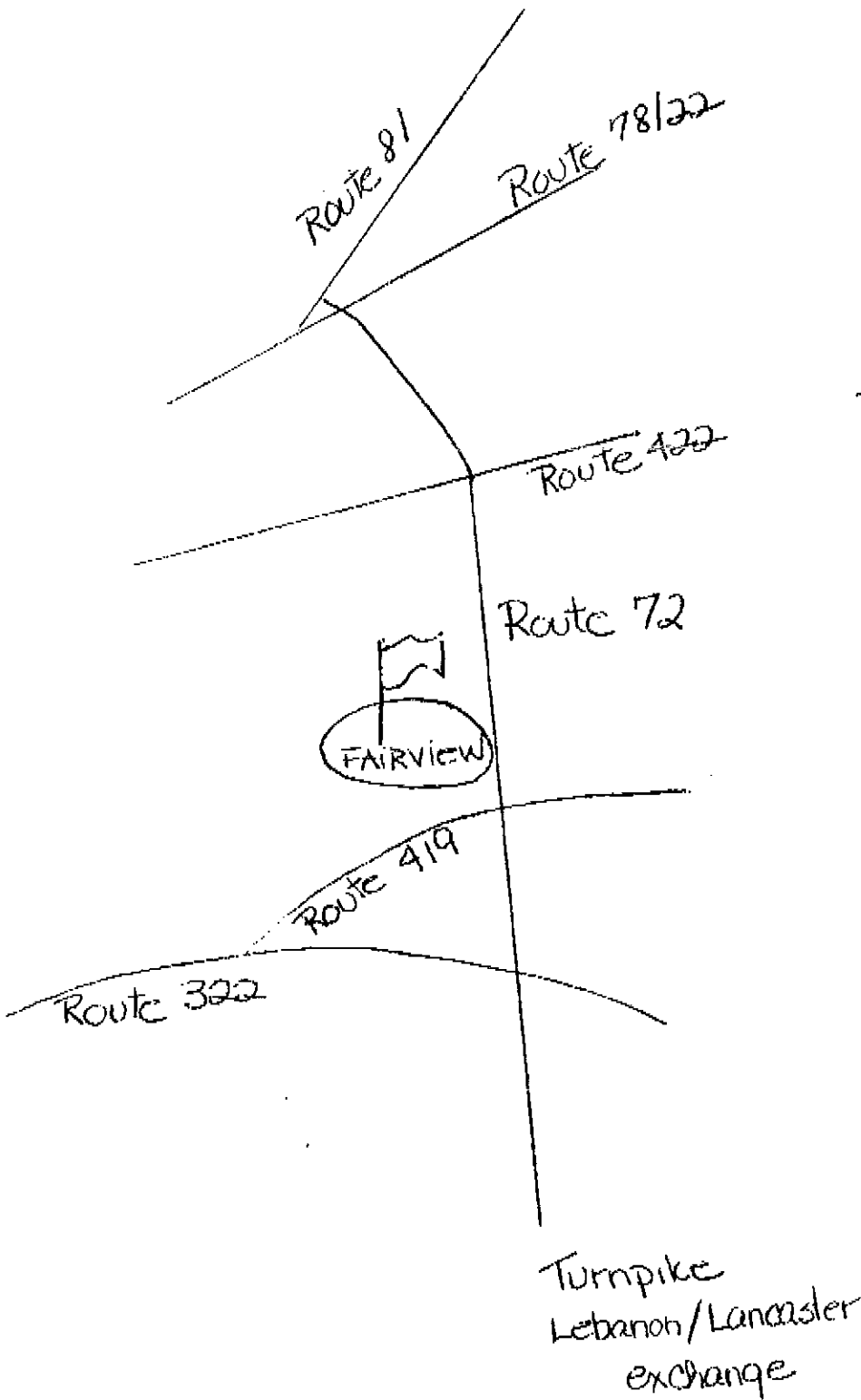
DINNER/GOLF; \$22.00 _____ DINNER ONLY \$10.00 _____

DEADLINE; SUNDAY, JUNE 21ST, 1992

MAKE CHECKS PAYABLE TO CPGCSA

Patti Wall, 508 Spring House Rd., Camp Hill, Pa. 17011

HARRISBURG



Reading



Turnpike
Lebanon/Lancaster
exchange

Please Come Join Us!!!

CPGCSA Family Picnic at

HERSEYPARK

The Sweetest Park On Earth™

10:30 a.m.-10:00 p.m.

Wednesday, August 5th

We're having a "Ranch House Roast" 1:30-3:30

at "Trailblazer Catering Area"

Ranch House Roast

Cost

hot dogs, hamburgers, chips

Ages 9-54.....\$22.85

relish tray, fruit salad

Ages 3-8 & 55+....\$19.05

potato salad, & soda

under age 3.....free!

entrance fee included, *parking \$3.00 per car

Reservations due by July 25-Send yours today

Mail to:

Mark Eichner

916 Fountain Ave.

Lancaster, Pa 17601-4535

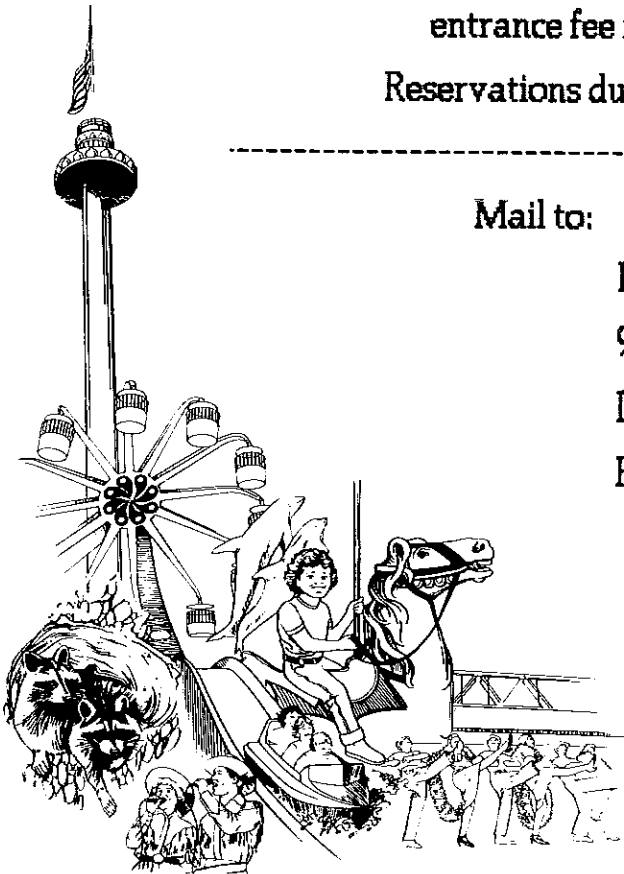
H-(717) 392-0717, W- (717) 392-8638

#Reg. admissions____x\$22.85=____

Kid/Senior _____x\$19.05=____

Total=_____

Make checks payable to CPGCSA



(



Penn State Notes:

Dr. Pete Landschoot reports that *Anthracnose* was observed on close cut bentgrass in Pennsylvania in February. He suspects it may be a problem this year. If you see mottled irregular patterns of turf starting to turn yellowish-orange remove a tiller and examine the base with a 10x lens. Anthracnose causes the tiller base to exhibit a black rotted appearance.

Anything you can do to increase drainage or remove excess moisture such as spring aeration may lessen disease incidence. Bayleton has been effective only as a preventative.

Dr. Don Waddington has put together the new Turfgrass Monograph. This book is a review of the current status of Turfgrass Science. It is divided into five parts: the turfgrass industry - yesterday and today; physiology stresses such as salinity, temperature, shade and traffic; soils and water emphasizing amendments, nutrition, fertilization, and irrigation; the management section offers chapters on energy conservation and efficient maintenance, integrated pest management, operations, and plant growth regulators; the last section addresses research techniques related to diseases, insects, weeds, and breeding. It is available for \$42.00 from the Crop Science Society of America at: CSSA Headquarters Office, Attn: Book Order Department, 677 South Segoe Road, Madison, WI 53711-1086

Dr. Tom Watschke announces that the summary report of the turfgrass industry survey is complete and being distributed. For copies contact the Penna. Turfgrass Council.

Mr. George Hamilton announces that acceptance letters have been mailed to those individuals applying to the Penn State two year turf program for Fall of 92, those interested in applying for Fall 93 should have their application in by this Fall. Don't wait till the last minute!

Penn State is undertaking two new soil related studies this spring. One will attempt to characterize various topdressing mixes enabling superintendents to better match or amend their existing mix. The second study will evaluate the effectiveness of the many new and existing organic matter sources, in their ability to amend a heavy clay subsoil.

You can have a look at these studies at Field-Days on August 12-13. Mark your calendars.

GOLF NEWS

JOHN DOUGHERTY
GOLF CHAIRMAN
OVERLOOK GOLF CLUB

Winning teams from April meeting were:

John Dougherty	
Bill Wall	Score 75
Don Hollinger	
John Gehman	
Dan Davis	
Scott Keener	Score 77
Jeff Shockley	
Richard Gonya	
Sam Snyder	
Dave Rafferty	Score 81
Richard Kauffman	
John McCormick	

The May meeting is at Moselem Springs Golf Club. An individual tournament is set up and we will be using full handicaps. Please put your full name on the score cards and make sure you turn them in at the end of your round. You may form your own foursomes.

G C S A A

NEWS

Recommended bylaws changes unveiled to GCSAA members

If proposed changes to the bylaws of the Golf Course Superintendents Association of America (GCSAA) are enacted at the 1993 annual meeting in Anaheim, CA:

- Each eligible GCSAA member will be empowered to vote for candidates for office and on other business matters at the annual meeting. Currently, only GCSAA chapter delegates are allowed to vote.
- The board of directors will be authorized to set annual dues, currently set by the membership, for all membership classes.
- The board will have authority to change membership classification requirements, presently codified in the bylaws and requiring a two-thirds majority to change.

Other bylaws would allow amendments to the association's stated purpose and definition of golf course superintendent, add membership classes (including non-superintendents), change nominating committee procedures, and change the vote required to amend bylaws from two-thirds to a simple majority.

GCSAA President William R. Roberts, CGSA, presented the proposed bylaws changes recommended by the Organizational Study Committee, to voting delegates at the association's recent conference and show in New Orleans.

Roberts stressed that the association is a "business in a competitive business environment. It is our aim to establish organizational parameters that allow for a maximum degree of competitiveness in a dynamic business environment." Noting that the bylaws had stood since the founding of the association, "one must ask whether a set of operational parameters that were initiated in 1926 haven't become (instead) operational limitations that restrict our ability to realize our full potential impact on the industry."

Roberts said any feat of decision-making being concentrated in the hands of too few is "unfounded". "The membership retains final authority over direction of association affairs through the election process," he noted.

Roberts said a dues increase in annual memberships will also be proposed to underwrite a field staffing program. Under the plan, a headquarters-based field staff would travel to assigned regions to recruit new members, liaison with chapters and allied association officials, administer association programs, and facilitate communication.

Personnel management guidelines offered in GCSAA model handbook

A sample handbook for setting policy, writing job descriptions, developing pay scales, and handling other golf course personnel management issues, is now available from Golf Course Superintendent Association of America (GCSAA).

The handbook, available to both members and non-members, was developed to assist golf course superintendents in developing their own personnel manuals, tailored to their clubs' existing personnel policies.

Topics covered include employment status, work schedules and pay, attendance, employee conduct, performance reviews, standards of conduct, employee benefits, guidelines, employment laws and job descriptions.

Sample general duties and job requirements are listed for the assistant superintendent, equipment mechanic and his assistant, foreman, equipment operator, irrigation specialists, chemical technician, gardener-triplex operator, landscape gardener and groundskeeper in the "job descriptions" section of the manual.

The model handbook is priced at \$10 for GCSAA members and \$15 for non-members, and is available through the GCSAA membership department, (913) 832-4480.

EDUCATIONAL NOTES

SAM SNYDER
EDUCATION CHAIRMAN
COLONIAL C.C.

Our speaker for May meeting will be Mr. William Riden on "What do you really know about pesticides?"

Bill is a turf and ornamental specialist for Chipco Division of Rhone Poulenc Ag. Co. He graduated from Penn State with a Bachelor of Science in Agronomy. Hobbies are gardening and Photography.

This month's meeting will provide 2 pesticide points category 7.

Thanks go to William Brubaker for an excellent talk on Government Relations. Mr. Brubaker relayed a lot of valuable information about bills pending on the Senate Floor. Final Note, Remember to support your Allied Golf Course Supt. Assoc. of PA by sending your contribution.

BOARD NEWS

Members: If you attest for a prospective new member, explain that the initiation fee of \$35.00 is to be sent with his or her application. Patti will bill that person according to their new classification and dues.

The following are our 1992 Classifications and dues. If you have any questions, please contact Patti.

A	—	Superintendent	\$60.00
B	—	Assistant Superintendent	\$50.00
AF	—	Affiliate	\$60.00
G	—	Sustaining Member	\$60.00
AS	—	Associate Member	\$50.00
M	—	Owner	\$60.00
R	—	Retired	\$17.50
AA	—	Life Member	0
H	—	Honorary	0
I	—	Inactive	\$50.00

"The following people have applied for membership into our association. If there are no written objections within the next seven days, they will be accepted into our association at the next meeting:"

Scott Hallam B
Lebanon Country Club

Richard Green B
Fox Chase Golf Course

Randall Super B
Blue Mountain Golf Club

Eric Krick B
Manor Golf Club

BOARD NEWS CONTINUED . . .

Many thanks to Mel Leaver, his staff and Brookside Country Club for a terrific day. The golf course was in excellent condition, a job well done! (P.S. I want a pool rematch, Ken.)

We all hope that Jim McClaren is feeling better after his back problems. Get well soon, Jim!

Membership cards to CPGCSA were recently mailed out to the members who paid their 1992 dues. If you have not paid your 1992 dues or the 1991 Allied Association Assessment, please do so as soon as possible so you can receive your membership card and continue to be a member. Also, your membership card can provide you a free round of golf at participating golf courses. As a courtesy, please call the superintendent of the course in advance, in order to schedule a time that would be convenient for your visit.

Just A Reminder —

Should you need to fax information to Patti, the number is the same as Patti's home telephone number (717) 761-5404. Be sure to let it ring and run through the recorded message, then the fax will automatically turn on.

If you have any accomplishments or things you've done that could aid other members, please be sure to get the information to Patti or Ken Pepple at least a month before.

Patti Wall — 508 Springhouse Road
Camp Hill, PA 17011

or

Call Patti's work — (717) 761-8353 — Home (717) 761-5404