

THE GREEN SHEET



CENTRAL PENNSYLVANIA GOLF COURSE SUPERINTENDENTS ASSOCIATION

Volume 3

August 1995

Number 5

August Meeting

Hanover Country Club
Thursday, August 17, 1995

11:30 AM - Lunch

1:00 PM Shotgun - Golf

5:30 - 6:30 PM - Cocktails

6:30 PM - Dinner

Casual Dress

There will be a CPGCSA Board Meeting at 9:15 AM

Superintendent Profile

Bill Brooks started golf course work in 1979 during high school at Twin Lakes Golf Club in Allentown, PA. He attended Penn State and earned a BS in Agronomy in May 1988. Upon graduation, Bill worked as Assistant Superintendent at Lehigh County Club in Allentown for 4 years. In October 1992, he moved to Corning Country Club as Superintendent. He was hired at Hanover Country Club in February 1994. Bill now resides in Abbottstown, PA with his wife Debbie and son Daniel, 3. His hobbies are mainly skiing and golf.

Course Profile

Hanover Country Club was designed and built in 1923 by J. W. Gitt, who was not a course architect but just an avid golfer who really knew the game. At that time, he was a member of Pine Valley, Augusta National, Lancaster Country Club and Baltimore Country Club. The course is a 6,300 yard par 70 and prides itself on it's small, severely undulating greens.

Better Interviewing for a Better Bottom Line

Fact: Most Interviews take more time than necessary and your operation can suffer.

Better Way: Master these eight steps. You'll spend less time interviewing and hire the right person.

Define the job. Write a job description. Include details such as benefits, career potential, responsibilities and expectations. Set realistic standards and qualifications. **Caution:** Exceptional candidates will not be attracted unless exceptional compensation and opportunity are offered.

Qualify your candidates. Screen all candidates before meeting. Study their resumes, check references, then if the facts check out, telephone them. Meet only the strongest candidates.

Organize and prepare. Write out specific questions. Have the job description, questions and a notepad within easy reach. Prepare a company information kit. If the candidate will be relocating include detailed information about the community.

Set a friendly tone. Use two minutes to put the interviewee at ease. Choose a comfortable setting. Break the ice with a sincere compliment about a strong point on the resume. Hold calls.

Establish control of the meeting. Use two minutes. Summarize what you want to accomplish. Describe your role in the company. Describe the position **by title only** for which the candidate is being interviewed. **Reason:** Most candidates
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President's Message

by Samuel R. Snyder, CGCS

The July meeting at Commonwealth National Golf Club was both successful and challenging. The Philadelphia Association of Golf Course Superintendents were gracious hosts, as usual, and the golf course was "**Challenging**". Larry Schlippert is maintaining a championship golf course in beautiful condition. I personally hit triple figures for strokes and double figures for lost balls. The speaker focused on personal financial management. For those members who missed this meeting, here's a challenge to attend the next joint meeting with our friends from the Philadelphia area.

On September 9 & 10th, GCSAA will hold the third annual Chapter Delegates meeting in Lawrence, KS. I will be representing Central Penn at this meeting. Recently you should have received information discussing proposed changes in uniform standards which each chapter will need to fulfill to retain affiliation with the national. Specific areas of uniformity include: Incorporation, Consistency of Bylaws and Membership Classifications, Qualifications of Chapter Officers and Directors, Annual Reporting, Attendance at Chapter Relations meeting, Voting, Insurance, Tax-exempt Status, and Chapter Membership in GCSAA. Each of these areas will be discussed in detail at the meeting in September. Please review these issues and let me know where you stand before September 1.

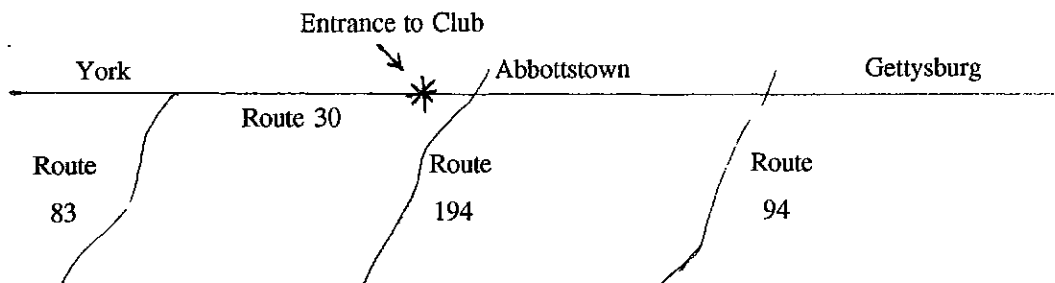
Another reason for my attendance at the Chapter Relations meeting is that I have been nominated as a candidate for the GCSAA Board of Directors. Both Central Penn and Greater Pittsburgh GCSA have forwarded letters of nomination. I am honored to receive this encouragement and backing from both associations. The slate of candidates nominated thus far would appear to make this year's elections unusually competitive. Whatever the outcome, I truly appreciate and am gratified by the unqualified support and good will extended by each association member.

The August meeting at Hanover Country Club on the 17th will be our first visit in a number of years. Bill Brooks has assured me we will have a beautiful day and after verifying that with the 30 day advance weather radar I urge each of you to get your reservations in early. Hope to see you there.

Directions to Hanover Country Club

From Harrisburg: Take Route 15 South to Route 94 South (Pick up 94 South at Dillsburg). Follow 94 South to Route 30 East (Abbottstown). Entrance to club is approximately 1/10 mile on left side.

From York: Take Route 30 West to Abbottstown. Entrance to club is on right approximately 1/10 mile before the square in Abbottstown.



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Membership News

The following individuals 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.

Irvin Graybill, Owner

Foxchase Golf ClubClass M

Randy Moser, Senior Marketing Specialist

Ciba Turf & Ornamental Products.....Class G

Gregory Nolan, Assistant Superintendent

Blackwood Golf Course.....Class B

We want to welcome the following individual into the association.

Brian Farling, Assistant Superintendent

Colonial Country Club.....Class B

If you know of anyone who is interested in membership into the organization or has questions on the status of their applications, please have them contact Corky Knoll at (610) 944-7616.

Member Updates

Congratulations to Mark and Tracy Eichner on the birth of their son, Nathan David Eichner.

Get well wishes to Faron Stoops after his brief stay at the Chambersburg Hospital!

We regretfully inform you of the death of Kenneth Brown.

1995 CPGCSA Meeting Schedule

September 14 Lebanon Country Club

October 17 Foxchase Golf Club

Just a Reminder - -

Should you need to fax information to Wanda, the number is the same as her home telephone number (717) 274-6004. If the answering machine picks up, be sure to let it run through the recorded message, then the fax will automatically turn on.

If you have any accomplishments or things you have done that could benefit other members, please be sure to get the information to Wanda or John Gehman. John's fax number is (610) 845-3001.



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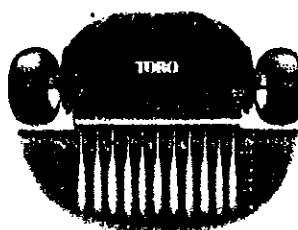
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From the Editor..... John Gehman

I had a great time at Commonwealth National Golf Course. I met some new, as well as old acquaintances, and made some new business contacts. I also encountered many new experiences. I've finally seen legitimate examples of the term "wet lands" and what that idea was originally intended to encompass. There were enough bridges over, and through those wet lands, to span the English Channel. And I learned how many Philadelphia soft pretzels not to eat in a four hour period. I was told the average golfer loses about a dozen golf balls the first time he plays Commonwealth. I don't think anyone in my foursome got quite to that quota, but we sure gave it a good try. It was the first time I've had honors determined by who was the last person to "pick up" on the previous hole! The course was in great shape, but every shot was an adventure.

As far as turf is concerned, everything's still holding it's own. There have been some screwy things showing up occasionally, but it's always been checked by something I threw into the spray tank. My irrigation pond hasn't had an algae problem so far. The duck weed covering the surface won't let any sunlight through. My latest reconnaissance flight over the local golf courses showed everyone to be in pretty good shape. Only those of us who don't have irrigated fairways are showing any signs of stress, and a few thunder storms since then has helped bring them back to life.

Up until a few years ago, we basically had two choices in industrial turf equipment, red or orange. Those colors were synonymous with turf and anyone else was, at best, a distant third. Without viable competition, there has been little incentive for the "big two" to "make a better mouse trap". Today that distant third isn't so far off. There are all shades of green, in fact all colors of the spectrum trying to grab a share of the market. Farm equipment manufacturers are gearing toward the turf industry to bolster a declining ag trade. Not long ago almost all my equipment was orange. Today, I collectively don't put 20 hours a year on orange equipment, and I rely only on one piece of red machinery! I am encouraged by all my "renegade" equipment. With regular preventive maintenance, breakdowns are minimized. When that does happen, down time is rarely more than 30 minutes. I've found down time for orange and red usually setting me at least a half a day behind schedule. The "big two" put out dependable, almost bullet proof products, but I'll bet none of the designers ever tried to fix one. The new entrants seem to have placed much more emphasis on serviceability which becomes obvious when you get down and dirty with the wrenches. It's also interesting to see that when one of the "new kids" comes out with something innovative, it's not long before the "big boys" weld some scrap iron together, slap an engine on it, and market it as their new line. As this type of reactive product development and vo-tech engineering continues, I expect to see increasing numbers of superintendents opting away from tradition.

Red and orange, you can no longer sit back and say, "if we build it, they will come". If you build it right, I'll take a look at it.

For Your Information

Philadelphia Turf Company, Stull Equipment Company, and Finch Turf Equipment in Maryland, are all located within 1 mile of airports. There are pilots within the Central Penn, as well as guys hanging around your local airports looking for an excuse to fly somewhere. I know UPS is fast with overnight deliveries, but should you need parts or supplies "right now", it might be worth your while to make a couple of extra phone calls before jumping into your pickup.

Attention

Please take a minute and fill out the questionnaire regarding poa annua seedhead suppression that was in last month's newsletter. Complete and return to John Gehman, Butter Valley Golf Port, S. 7th Street, Box 207, Bally, PA 19503.

John Deere Tournament

Plans are set for the Ninth Annual John Deere Regional Team Championship Tournaments. The first tournament is set for Olde York Country Club in Columbus, NJ on September 5, 1995. The second tournament will be at Turf Valley Hotel & Country Club in Ellicott City, MD on September 20, 1995. Each club may choose to participate in only one event.

The winning regional team qualifies for the National Championship in Myrtle Beach, South Carolina, October 26-29, 1995. The foursome must consist of the *superintendent, president, general manager and golf pro. The format is a modified scramble with limits on the team handicaps. Prizes, gift certificates and free use of John Deere Turf products are among the team prizes.

Deere and Company will be donating \$20.00 per team, which participates in our regional qualifier to the GCSAA Scholarship and Research Fund. Finch Turf Equipment will be donating \$10.00 per team, to the Superintendents Association with the most participants for each tournament.

Each tournament has limits on the number of clubs which can play. More information will be forth coming to each superintendent in our territory.

*The Superintendent must be a member of the National GCSAA in order to advance to the national event. Non membership does not prohibit entry in the regional

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Better Interviewing....continued from page 1

will slant their responses to make themselves appear ideally suited. Questioning the applicant before describing a position gives you unbiased information.

Probe. Use 10 minutes. Explore whether he or she is right for the job. Ten minutes will be adequate only if the questions are concise and you encourage concise answers. Cover the candidate's experience and his or her personal qualities.

Sell the Opportunity. Use seven minutes. Entice the candidates to want the job. Be enthusiastic. **Example:** "Whoever assumes this responsibility will be important to our success." Describe the job opportunity. Work from the written job description. Summarize the history and growth of the organization. **Caution:** Don't oversell or exaggerate. False expectations are a major cause of employee turnover.

Answer questions and close. Use three minutes. Let the candidate know this is his or her opportunity. You can expand or close the interview here by use of body language. End it by glancing at your watch, summarizing your remarks, and extending a handshake. Thank the candidate for his or her time and let them know what to expect next. **After the interview:** Summarize your notes immediately and file them. Always send interviewees a letter of thanks even if it is to announce they are no longer under consideration for the position.

Source: David E. Stefan, Chase-America, Inc., Jupiter, Fla.

Golf Results

The following are the results from the golf tournament at Commonwealth National Golf Club as reported by the CPGCSA Board of Directors.

The golf course won!

The golf tournament at the Hanover Country Club will be a No Alibi Tournament.

- λ No Handicaps are used in this tournament
- λ The golfer is instead, allowed to replay during the round the number of shots equal to their handicap.
- λ The stroke replayed may not be replayed even if it is worse than the first shot.
- λ Prizes - 1st, 2nd, 3rd, Longest Drive, Closest to Pin

Grass Clipping Removal

Private contractor will haul your grass clippings off site to use in composting operation. For further information, contact Nathan Jefferson at (717) 337-9325 or Mark Eichner at Lancaster Country Club, (717) 392-8638.

Product Review

by John Gehman

Jacobsen Aero King 1321 Overseeder

Last July, after my greens went down the dumper, I was told about Jacobsen's new overseeder with 1-1/2" row spacing. Being in a desperate state of mind, I asked my salesman to bring me one immediately. He, being of more rational thought, volunteered the demo unit to try on as many greens as necessary. What a disaster! Conceptually, the machine was great, but the engineers (if there were any) must have designed it over lunch at Harry's Keg & Ale. With only 35 hours on the hobbs meter, it was literally falling apart. The "rubber band" used for a drive belt had stretched to where there was no traction at all. The belt tensioner was loose and badly worn. Adjusting the pulley for adequate belt tension rendered the safety switch inoperative. The seed box leaked. The chain drive idler bracket was easily bent and ran the chain off the sprocket. Plus, it was almost impossible to get under it to repair it. I seeded two greens but spent more time fixing it than using it. I was so disappointed I started making phone calls. I eventually contacted an engineer from Jacobsen and voiced my complaints to him. He agreed with 3 of my 4 main objections and assured me they would be addressed in the next production run. At the show in San Francisco I looked at their brand spanking new show machine. After a close inspection, I found it was the same d___ thing I had demoed 6 months earlier, no changes, no improvements. The catalogue list price is \$4416. If they'd drop a 4 out of the price I might consider it!

Equipment For Sale

We will continue to advertise used equipment each newsletter. If you have anything that may be of interest to anyone else, please contact Wanda to place your ad, FREE. Remember, one person's junk is another person's treasure.

We are now in the process of preparing the CPGCSA Rosterbook for member distribution. Please contact Wanda at (717) 274-6004 with any address, employment, or personal changes by July 28, 1995, so that our information will be current.

Thank you for your cooperation!



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Chapters to Help Provide Consistency, Objectivity in Attesting

From GCSAA Newsline, 1421 Research Park Drive, KS 66049

This summer, GCSAA's affiliated chapters are becoming an integral part of the selection of attestors for certification applicants in their local areas. Objectivity among attestors and consistency among visits are the goals of the new attesting system.

The updated program makes use of new, in-depth attestor guidelines and evaluation forms, all designed to make the attesting process a valuable learning experience. GCSAA will forward a copy of the completed evaluation form to the applicant to study recommendations for improvement.

As of July 1, superintendents applying for certification will be asked to list the local chapter(s) to which they belong. GCSAA will then contact the chapter's liaison to request the names of two eligible Certified Golf Course Superintendents from the applicant's geographical area to conduct the course evaluation. The importance of local attestors is to ensure familiarity with local growing conditions.

If a local chapter chooses not to participate in the appointment of attestors, or the applicant is not a member of a local chapter, the Certification Committee Chairman will make the selection.

GCSAA's board of directors and the Certification Committee voted to adopt the change to the Certification Code of Standards to strengthen the attesting element of the certification process. In addition to having their golf course operations favorably attested, certification applicants also must achieve a score of 80 percent or higher on each section of a rigorous six-hour examination.

The title of Certified Golf Course Superintendent (CGCS) denotes professional excellence and dedication. More than 1,400 individuals hold this prestigious title.

If you are interested in applying for professional certification, contact GCSAA Certification Manager Penny Hoffman at (913) 832-4480 or (800) 472-7878, extension 484, for details on eligibility.

Speaker Profile

The educational program at the August meeting will be an open discussion including a question and answer session, comments, concerns, problems, helpful hints, etc. Please come prepared with questions or to join in the open discussion. Your input and ideas could be very valuable to others.

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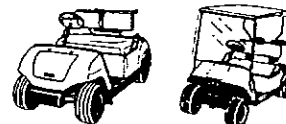
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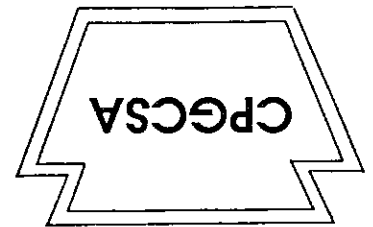
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