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A new book on human resource management gives golf course superintendents insight into human relations and communications issues.



CORNELL UNIVERSITY TURFGRASS TIMES

Turfgrass Disease Compendium Goes Interactive

Get help identifying and managing more than 65 turfgrass diseases and disease agents from a new interactive CD-ROM. The disc, *Turfgrass Diseases: Diagnosis and Management*, by Gail Schumann and James MacDonald, provides an easy way to find solutions to turfgrass problems.

Designed for anyone who works with turfgrass — from experienced turf professionals to students to plant scientists — the guide combines an extensive collection of high-quality images with the most current approaches to environmentally-sound integrated programs. It includes material from the *Compendium of Turf*grass Diseases, 2nd Edition by R.W. Smiley, P.H. Demoeden, and B.B. Clarke.

The disc offers a flexible system for diagnosing diseases that allows users to choose an approach that works best for them. The system is based on interactive guides that can take users

through the entire diagnostic process or allow them to focus on specific procedures. Users can conduct a step-by-step investigation using variables such as symptoms, temperature, microscopic signs, and environmental conditions.

An interactive image browser allows users to click on color images to match symptoms observed in the field with possible turfgrass diseases. Once a match is made, the guide displays information about the disease causing the symptoms and advice on control strategies.

The CD-ROM contains a vast storehouse of information — from answers to practical, applied questions, to technical, scientific details. More than 65 turfgrass diseases and disease agents are covered, with over 350 images available. The disc runs on either a Windows-equipped PC or Macintosh. The single user version costs \$295: local network licenses are available.

For further information and to order, contact The American Phytopathological Society, 3340 Pilot Knob Road, St. Paul, MN 55121; (800) 328-7560 or (612) 454-7250; or via email, aps@scisoc.org.

Human Resource Management for Golf Course Superintendents

A new book for golf course superintendents was recently published for the Golf Course Superintendents Association of America by Ann Arbor Press. The book, *Human Resources Management for Golf Course Superintendents*, was written by Cornell Turfgrass Team members Robert A. Milligan and Thomas R. Maloney.

As the title implies, the book gives golf course superintendents insight into human relations and communications issues. Written in an informal style that appeals to nonacademics, the book incorporates the real-life experience from many golf course superintendents.

The book is divided into three sections dealing with management frameworks, staffing and directing. Chapters explore the superintendent as planner, choosing the right person, employee motivation, and total quality management, among other subjects. Staff discipline is treated positively with the authors outlining a four-step procedure when staff reprimands are necessary.

A chapter on communication skills gives the superintendent good tips for honing listening skills, evaluating nonverbal communication, questioning for problem solving, and resolving conflicts. Total quality management is presented as a normal business management philosophy in the context of the competitive environment golf course superintendents must appreciate and work within.

Despite its focus on golf course superintendents, the book is more broadly useful to any sports turf manager needing information on human resource management.

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Short Cutts

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New Construction Educator at USGA

On-Site Bentgrass Evaluations

James Francis Moore, former director of the Mid-Continent region of the United States Golf Association has been named to the newly created position of Director of Construction Education Programs. The intent of the program is to provide education and deliver information to persons interested or associated with the construction of golf courses. For example, Jim has developed a spectacular web site found through the USGA site or directly at www.usga.org/green/coned/index.html. In this site you will see and read about the latest in constructing greens, tees, fairways, and bunkers from a seasoned professional with experiences that could fill an encyclopedia.

In addition to the web site and the coming educational seminar program, Jim is coordinating a program in cooperation with the National Turfgrass Evaluation Program to evaluate bentgrass cultivars for greens at existing golf course throughout the country. The USGA is providing funding for the construction of approximately 10 bentgrass greens and 5 Bermuda grass greens. These greens will be exposed to regular play, most likely as practice greens, which as many of us know receive an exceptional amount of traffic during the season. The goal of the program is to generate data under more realistic conditions and expose the golfing community to the variety of choices that are available to their golf superintendent when selecting a bentgrass. One hope is to promote regional field days at the sites that include golf pros, architects, and club officials.

Turfgrass Information Directory

Did you ever wonder if there was any good educational resources available for soil testing or irrigation? Possibly you heard a professor from Minnesota speak at a conference and you'd like contact them. Or you just might want to know if there is a good video on turfgrass IPM training. Well, the search has been made easier. Ann Arbor Press has published the Turfgrass Management Information Directory edited by Dr. Keith Karnok.

This information directory includes a substantial list of educational resources available in the turfgrass management area. Inside you will

Viable Alternative Weed Control

Preemergence annual grass control, typically crabgrass (*Digitaria spp.*), can be accomplished fairly successfully with many synthetic herbicides such as Halts, Barricade, Dimension, and Team. The growing concern over the use of synthetic pesticides has prompted many turfgrass managers to consider alternative control strategies. Unfortunately, biological, or for lack of a better term organic, controls have not been developed for use in turf.

Over the last several years researchers at Iowa State University under the direction of Dr. Nick Christians have identified a viable alternative to traditional herbicide control using corn gluten meal. This material is available via mailorder from the Gardens Alive Company in Indiana as A-Maizing Lawn. As a result of its corn meal base it does serve as a nitrogen source and must be used carefully as all pesticides.

While corn gluten meal can be successful in providing commercially acceptable weed control, it has been plagued with poor performance in the first year of use. In general, studies conducted on plots over a two year period have provided excellent control in the second year. To facilitate the use of the material and integrate it into an existing turf weed program, Iowa State researchers investigated mixing low rate applications of Halts Pre-M (60DG) with the corn gluten meal. Results suggest that the low rate combinations can provide excellent control and allow for corn gluten meal use alone in the second year. This could provide an adequate transition to managers interested in moving to an alternative approach. Keep in mind, corn gluten meal may be more expensive and does serve as a nitrogen source.

(From: D.S. Gardner, N.E. Christians, and B.R. Bingaman. 1996. Use of Corn Gluten Meal to Reduce Application Rate of Pendimethalin. Agronomy Abstracts 88:144.)

find a list of teaching programs in the United States and Canada, a variety of instructional resources, a list of diagnostic and soil testing services, as well as, green industry organizations, University and key industry personnel.

This publications is by no means complete and there is already a planned revision in the near future with an expanded section on web sites and other computer resources. For ordering information you can write to: Ann Arbor Press, Inc., PO Box 310, Chelsea, MI 48118.

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Scanning the Journals

A review of current journal articles

Researchers at Iowa State
University have identified a
viable alternative to
traditional herbicide
control using corn gluten
meal. While plagued with
poor performance in the
first year of use, studies
conducted on plots over a
two year period have
shown excellent control in
the second year.

