



## Short Cutts

*Grants, progress reports and subsequent publications and presentations are available in the Cornell Turfgrass Annual Report, published in August for the Field Day.*



*Frank Rossi points out characteristics of bluegrass cultivars at the 1997 Field Days at Cornell.*

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## Cornell Turfgrass Program has a Successful Granting Season

The primary source of income to operate our the research programs comes from actively pursuing "extramural funding." No turfgrass team member has an operating budget from the state or college. Simply, our team members must write grant proposals to address specific scientific or educational needs to public organizations such as the United States Dept. of Agriculture, the Environmental Protection Agency, or the NY State IPM Program. In addition, we compete with our national colleagues for industry dollars from the United States Golf Association, Golf Course Superintendents Association, and Turfgrass Producers International. Of course, we also rely heavily on support from the New York State Turfgrass Association, the Regional Golf Superintendent Associations, and the Tri-State Turf Research Foundation to answer more applied questions. As you might imagine, actively pursuing these funds consumes at least 30% to 50% of our time as researchers and educators.

Drs. Villani and Nelson continued their successes by receiving additional funding from the USDA for their basic research activities on the ecology of turfgrass insects and diseases. Drs. Rossi and Petrovic will be receiving funding for the development of Best Management Practices for Golf Courses in the NY City Watershed from the EPA. In addition, Dr. Villani received another three year grant from the USGA to continue his collaborative work on mole crickets. Another exciting area included a partnership among Eric Nelson, David Chinery, our turfgrass specialist in the Capital region, the Northeast Golf Superintendent Association, and the GCSAA. This project looking at microbial disease management on the golf course was selected from a very competitive pool of projects on a national level.

In state, all team members benefit from the annual grant from NYSTA that enables us to move forward with a variety of initiatives from predicting grub infestations to disease management in the seedbed, to the fate of pesticides, and even the weekly turfgrass conference call (Hotline) for specialists and agents. Finally, sev-

eral projects received funding from the NYS IPM program to address the pest management needs throughout the state. This program coordinated by Team Member, Rod Ferrentino and facilitated by Drs. Nelson and Villani has supported research and educational programs in turfgrass management for over a decade.

We continue to seek new funding opportunities to help us, help the industry become more resource efficient, providing a high quality, safe, and environmentally beneficial turf with reduced inputs. These grants, the progress reports, and the subsequent publications and presentations are all available for your information in Cornell Turfgrass Annual Report, published in August for the Field Day. If you'd like a copy of last year's report contact the program office at (607) 255-3090.

## Take the Bus to the Golf Turf Field Day in 1998!

In effort to highlight our specific research activities in golf turf, the Cornell Turfgrass Program is proud to announce the first Golf Turf Research Field Day scheduled for Tuesday August 18, 1998. This day will allow golf superintendents the opportunity to view the "cutting edge" research being conducted at Cornell on alternative pest management, such as nematodes, microbial fungicides, non-chemical weed control; putting green establishment and grow-

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**To make your attendance more convenient, we are working with leaders of the regional golf superintendent associations and industry vendors to provide round trip bus transportation from all the major metropolitan areas in NY.**

**The Golf Turf Course will include a comprehensive exam at the end, making it able to provide tested CEU's for GCSAA-certified superintendents.**

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in investigating new cultivar traffic tolerance and stimpmeter readings; the fate of pesticides and nutrients at establishment; selecting grasses for rough areas that will require less maintenance; managing tee boxes in the shade; annual bluegrass control strategies, and plant growth regulators to enhance stress tolerance.

To make your attendance more convenient, we are currently working with the leaders of the regional golf superintendent associations and industry vendors to provide round trip bus transportation from all the major metropolitan areas in NY. This means you get on the bus in the morning, spend the day with us viewing research, have some lunch (the famous Cornell chicken barbecue), "kick some tires" at the trade show, and be home for dinner from Buffalo to Lake Placid to Long Island. For more information about this exciting event contact the Turfgrass Program at (607) 255-3090.



*Frank Rossi instructs participants at the Long Island Short Course on the proper calibration of a drop spreader.*

## Short Course Season Success! Innovations Ahead!

Once again the cornerstone of the Cornell Turfgrass Program's continuing education efforts yields high marks and raves of great success. Now comprised of two events, the 13th annual Turfgrass Management Short Course held in January in Ithaca brought fifty energetic professionals to expand their knowledge of turf management, while thirty dedicated learners joined the program at the second Short Course held on Long Island. Ever improving, several sections of the course were updated to address changes in cultivar selection, primary cultural management, environmental issues, and pest management. Still, some of the highest rated aspects of the course continue to be the hands-on lab sessions, where students identify specimens of grasses, weeds, insects and calibrate spreaders and sprayers.

The next few years will see several changes planned for this successful educational delivery. First, the two-week course in Ithaca will be altered to provide two one-week sessions as the 1st Annual Advanced Turfgrass Short Courses. The first week, currently scheduled for January 4 through 8, 1999 will focus on Golf Turf Management, addressing issues of construction and renovation, turfgrass selection, environmental management as part of the Audubon International Program, cutting edge irrigation technology, and the latest in alternative pest management, as well as our now famous human resource educators Milligan and Maloney. The Golf Turf Course will include a comprehensive exam at the end, making it able to provide tested CEU's for our GCSAA-certified superintendents. The second week of the new advanced course will be focused on Sports Turf Management scheduled for January 11 through 15, 1999. Areas that will be covered will include construction and renovation with emphasis on soil modification, turfgrasses for high traffic areas, managing the

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## Pest Watch

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entomopathogenic nematode. SC is easy to produce in both in vivo and in vitro cultures, and it is the most widely available commercial nematode. SC is representative of classic “ambush” or “sit and wait” host-finding strategy, and can infect several insect orders, especially lepidoptera and some coleoptera. Therefore, it is an important standard for comparison in nematode testing.

***Heterorhabditis bacteriophora* (HB).** HB has also been well studied, though not as extensively as SC. These nematodes are relatively easy to produce in vivo, and are commercially available. HB exhibits a “searching” or “hunting” host-finding strategy, and can infect several insect orders. They are especially effective against some scarab grubs, including the Japanese beetle.

***Steinernema feltiae* (SF).** Much less is known about this nematode species, but it is commercially available on a limited basis. The few field tests of SF against scarab grubs have yielded mixed results.

***Steinernema glaseri* (SG).** This nematode is not currently available on a commercial basis, but is known to be a strong “searcher” and an aggressive grub pathogen.

MIKE VILLANI  
CORNELL UNIVERSITY TURFGRASS TEAM

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multi-use fields, and developing communication skills for dealing with coaches and administrators.

The Long Island Short Course will complete the three year commitment made in partnership with the NSLGA. The 1999 course is scheduled for February 15 through 26. Following this effort, discussions will continue regarding how the Cornell Turfgrass Program in partnership with the County Associations and industry leaders best address the continuing education needs of the region.

As you can see, exciting times lie ahead as your Cornell Turfgrass Program prepares to enter the next century with a “full head of steam”. If you have any questions about the short course, contact our Director, Joann Gruttadaurio at (607) 255-1792.

## Human Resource Update

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want you to listen more carefully, write things down if necessary and ask questions if anything is not clear.”

Note that the first part of this statement used an “I” message where you state how you feel using the word “I” so that the other person does not feel offended by what you say. It doesn’t blame “YOU” — the other person. Table 1 compares “YOU” and “I” messages.

### Feedback

In studies where employees have been asked about their performance, the most common response is, “I must be doing well because I haven’t heard that I’m doing anything wrong.” This response implicitly suggests that feedback is very limited and that the expectation is that feedback will be negative. Both are mostly true and neither is conducive to good communication and high productivity.

First, feedback should be common and should be based on performance. Remember, in his book, *Everyone’s a COACH*, Don Shula states, “Good performance should be treated differently than poor performance.” When we give feedback, it should respond to:

- positive consequence
- a need for redirection; performance stopped and redirected using training
- a negative consequence; requires a reprimand, a punishment, a demotion, removal from activity.

The following are ideas for improving our feedback-giving activities:

- Ken Blanchard says, “Catch your employees doing something right.”
- Give four compliments for every constructive criticism.
- From Jane Magruder Watkins of Transformational Management, “Practice Appreciative Inquiry: the process of asking questions about what is going well, rather than what is going poorly.”
- Use the PIN technique to find positive aspects of performance even when you must say “no”:
  - focus on **P**ositive aspects
  - focus on what is **I**nteresting and innovative
  - focus on what is **N**egative.

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