

asking for more responsibilities - increases your value within the organization. Asking for additional work shows an interest and desire to help your department and company to succeed. It also puts a spotlight on your value to the business.

3. Volunteer for boards. If you have your career set on something beyond what you are doing in your present position, seek out opportunities to volunteer or serve on advisory boards, where you can build a reputation as someone who is passionate and dedicated to your particular industry.

4. Sharpen your people skills. Strong interpersonal skills play a crucial role in gaining the respect of your boss and coworkers; they will also attract the notice of outside influencers who might open new doors of opportunity for you. Be friendly, outgoing, and personable. Listen carefully to people, and practice being a clear and effective communicator.

5. Be innovative. Never be afraid to

think outside of the box and put your business acumen to work. Stay on the lookout for creative solutions to problems that will make you - and your boss - look good.

6. Find a mentor. Develop mentoring relationships, either inside or outside the company. Recent studies have shown that a mentor higher up in the company influences four out of five promotions. Mentors are also great sources of information and career guidance.

7. Sell yourself. Learn the fine art of self-promotion. If you have had major accomplishments or created successful programs, make sure people know about it - especially those in influential positions who could help you advance professionally. Let it be known that you are seeking a promotion or the next step up in your career.

8. Keep learning. A proven way to advance in your career is to be continually acquiring new knowledge. Stay on top of trends or developments in your field and make sure that

your current résumé reflects those needed skills.

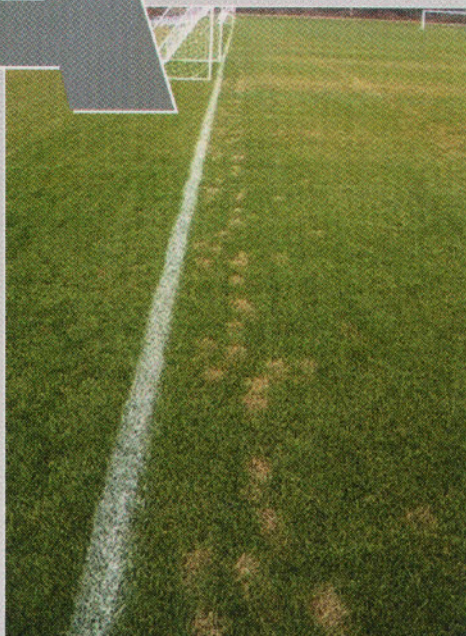
9. Network. Strengthen your personal network and join professional organizations, attend industry conferences, or even volunteer. The more people who are aware of your strengths and abilities, the better your chances of hearing about any new opportunities that might arise.

10. Build your reputation. In business, your reputation is the most valuable thing you own. Be known for being dependable, professional, and cooperative. Act and look the part by dressing professionally. Make a name for yourself by attending conferences, delivering speeches, or writing articles. ■

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John Mascaro's Photo Quiz

A **Answer:**
from page 14



The brown spots on this soccer field are a result of foot traffic on a day when light frost occurred. It was too tempting to show this photo during the heat of summer; however it should be used as a reminder to athletes and coaches about the effects of walking on turf while frost is still on the plant.

Many athletes do not realize that when a light frost is on the grass blades the water inside the leaves is also frozen solid. Since water is the main component of grass tissue, when the water inside the turf is frozen, traffic causes the ice crystals in the grass cells to puncture through the cell walls, killing the leaf tissue and causing the resulting brown turf.

With a heavy freeze, the growing point or crown of the turf is also frozen which, if injured through foot traffic or vehicular traffic, will cause the entire plant to die. It is still hard to believe that since frost was evident, the perpetrators still managed to walk inside the sideline directly on the field's playing surface. ■

Photo submitted by Rick Perruzzi, CSFM, sports turf manager of the City Of South Portland Parks and Recreation Dept., South Portland, ME.

If you would like to submit a photograph for John Mascaro's Photo Quiz please send it to Turf-Tec International, John Mascaro, 1471 Capital Circle NW, Suite # 13, Tallahassee, FL 32303 or email to john@turf-tec.com. If your photograph is selected, you will receive full credit. All photos submitted become property of SportsTurf Magazine.

STMA Chapter Profile

New England Sports Turf Managers Association (NESTMA)

Year Formed: Early 1980s

Year Affiliated with STMA: 2004

Number of Members: 250

Chapter President: Nick Caggiano

Dues: General \$50; Associate \$50; Affiliate \$30; Student No charge

Membership Benefits: Annual Directory, Awards Program,

Scholarships (3), Website www.NESTMA.org, Newsletter (3x/yr.) Free Spring and Fall Workshops, Summer Field Day

NESTMA Summer Field Day - Boston College, July 25

The NESTMA summer field day, hosted by Boston College sports turf managers Matt Hayes and Norman Reid, follows a model that has been very successful for this chapter. Bring in a strong line-up of speakers presenting timely and relevant information, hold it at a great venue, involve industry suppliers, provide food and social time, and organize every detail – these are the keys to NESTMA's well attended summer event.

The field day will kick off with breakfast and a short presentation of Mruk scholarship winners, then moves right in to educational sessions. First, attendees will hear about installing the field at Gillette Stadium in a mere 8 days. Next, a presentation will be given on the latest information about the agronomic, playability and common pitfalls in constructing and maintaining different types of sports fields by leading researcher Dr. Andy McNitt from Penn State University. Next up is Steve LeGros, who will address maintenance considerations for synthetic turf.

After lunch, Boston College Football Coach Jeff Jagodzinski will talk to the group, and then the Terry Mellor Scholarship will be presented by Boston Red Sox sports turf manager David Mellor in honor of his brother, Terry. Networking time is enhanced by an Open Round Table lead by seven people and moderated by David Pinsonneault, CSFM, past president of NESTMA and current STMA board member. The day concludes with a social, raffle, silent auction and vendor demonstrations. The cost is \$50 to NESTMA members and \$100 to nonmembers.

The key to making this a successful event is strong organization. Each board member is responsible for specific tasks, and for some portions of the event the day is segmented hour by hour and assignments made accordingly.

This event typically draws 150 to 200 people. Promotion consists of a direct mail flier, reminder postcard, posting on the web site and weekly email blasts. For more information, visit www.NESTMA.org ■

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www.azstma.com.

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www.ccstma.org.

Colorado Sports Turf Managers Association:
www.cstma.org.

Florida #1 Chapter:
954/782-2748

Gateway Chapter Sports Turf Managers Association: www.gatewaystma.org.

Georgia Sports Turf Managers Association:
706/542-7859.

The Greater L.A. Basin Chapter of the Sports Turf Managers Association: www.stmal-basin.com.

Illinois Chapter STMA:
847/263-7603.

Intermountain Chapter of the Sports Turf Managers Association:
www.imstma.org.

Iowa Sports Turf Managers Association:
www.iowaturfgrass.org.

Keystone Athletic Field Managers Org. (KAFMO/STMA):
www.KAFMO.org.

Kentucky Sports Turf Managers Association:
www.kystma.org.

Michigan Sports Turf Managers Association (MiSTMA):www.mistma.org.

Minnesota Chapter STMA: www.mstma.org.

MO-KAN Sports Turf Managers Association:
www.mokanstma.com.

New England STMA (NESTMA):
www.nestma.org.

Nebraska Sports Turf Managers Association:
402/441-4425.

North Florida STMA Chapter: 850/580-4026.

Northern California STMA: 916/366-8350.

Ozarks STMA: 417/862-6974.

Sports Turf Managers of New York: www.stmony.org.

Sports Field Managers Association of New Jersey: www.sfmnanj.org.

Ohio Sports Turf Managers Association (OSTMA): www.ostma.org.

Pacific Northwest Sports Turf Managers Association: www.pnwstma.org.

Southern California Chapter:
www.socalstma.com.

South Carolina Chapter of STMA: www.scstma.org.

Texas Sports Turf Managers Association:
866/897-8621.

Tennessee Valley Sports Turf Managers Association (TVSTMA):
www.tvstma.org.

Virginia Sports Turf Managers Association:
<http://www.vstma.org.vt.edu/>.

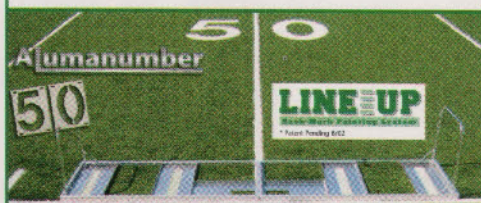
Wisconsin Sports Turf Managers Association:
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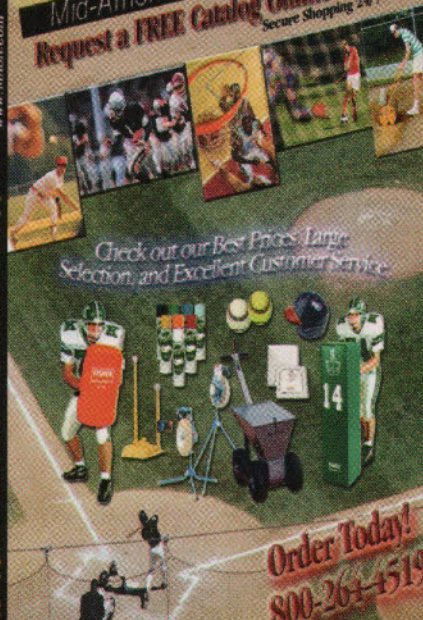
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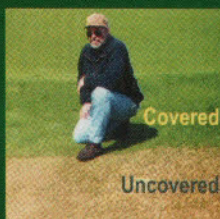
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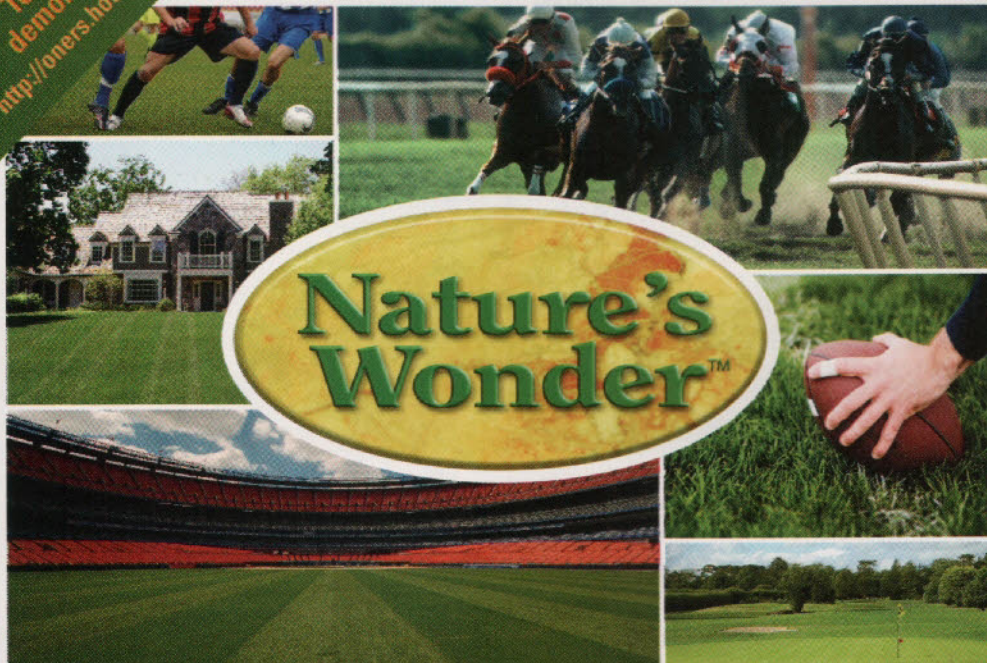
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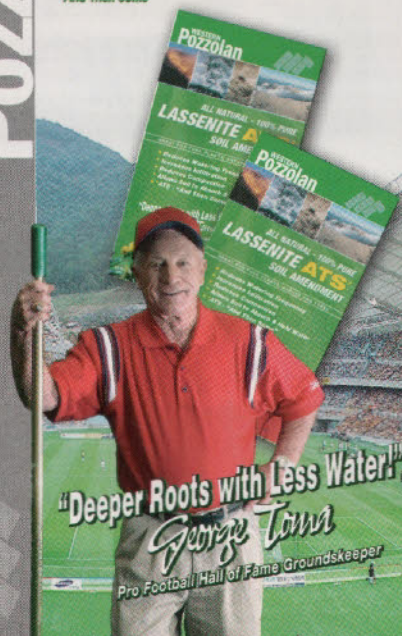
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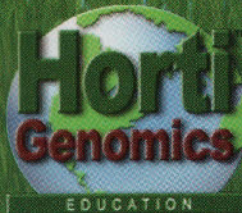
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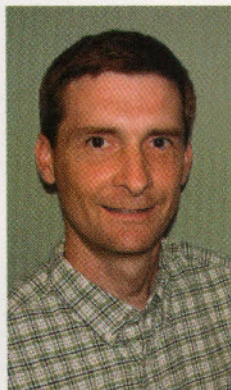
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Paint by numbers

Here's one for you. It's Spring 2007 and on an overseeded football field in Florida, the fall 2006 football numbers are exaggerated in brightness and turf. The turf is generally weak around the numbers, but the ryegrass overseed is thick and healthy. Do you have any ideas or reasons for this occurrence?

– Floyd



BY DR. GRADY MILLER
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I got your attached picture and it looks just like I imagined. I have seen this type of response a few times before, although more frequently it is the painted areas that are weaker compared to the non-painted areas. There can be several contributing factors to this phenomenon. To explain my theory it is beneficial to go through a timeline of events leading up to the time the picture was taken.

Normally before overseeding, bermudagrass is verticut or scalped so as to open the canopy for good soil to seed contact. Afterwards, the overseed grass is sown, the area is watered, and the grass seedlings begin to grow. With adequate rainfall or irrigation, ryegrass will be up and growing within a week. With good weather and water, the stand can fill in in just a few weeks. During the fall, the grass continues to grow at a rapid pace due to moderate temperatures that favor the cool season grass over the bermudagrass. At some point during the fall the field will be painted. Often the field will be repainted weekly or twice a month.

Paint will cause microclimate changes in the turfgrass canopy and at the soil surface. The extent of these changes is influenced by normal climatic factors as well as paint color and paint application thickness. In my research, I have seen dark paint increase turf growth (due to elevated temperature) and light-colored paints decrease growth (presumably due to decreased temperatures and light reflectance).

With repeated heavy application of paint there is a tendency to suppress turf growth, sometimes to the point of total turf loss. Moderate to heavy paint applications can also seal the soil surface. This changes the water status underneath such that greater moisture is retained in the soil for a longer period of time. Paint may also reduce water infiltration. Soil can wick moisture laterally under painted surfaces that may momentarily reduce the problem.

So, come spring when it gets hot and the bermudagrass wants to grow, there is this buffered area under the paint that holds moisture. This paint color and moisture retained under the paint slightly moderates the temperature while providing moisture to the ryegrass plants. So, the ryegrass wants to keep growing and the bermudagrass does not have a good chance to grow up through the painted area due to competition from the ryegrass. The paint and the ryegrass also contribute to shading the bermudagrass. This



alone can be a substantial limitation to growing healthy bermudagrass in painted areas.

So the question becomes, what can be done to limit this problem once it occurs? Light irrigation usually will not change the response, but heavy application of water on painted areas may displace some of the paint and prevent some shading. If layering is an issue, aggressive aerification and verticutting may encourage the “painted soil” to dry a little faster and reduce the shading on the bermudagrass. Short of cutting out heavy layers of painted soil with a sod cutter, these are the most common practices. Care must be taken to not overdo it during green-up and cause damage to the bermudagrass.

If the ryegrass persists too long, it can prevent any bermudagrass from growing in the area. In this case, the turf manager may want to chemically remove the ryegrass to allow the bermudagrass to naturally begin to recover in those areas. Some of the older products that were used to remove overseeded grasses actually did not do a very good job of removing perennial ryegrass from painted areas. Luckily, the new herbicide products from the sulfonylurea family do a great job of removing most overseed grasses, even from the painted areas.

I think we have a lot to learn about athletic field paints and their use. One place to begin is the ingredients in our paints that we know may influence turf. Paints often contain calcium carbonate, a liming agent. They may also contain metal ions that may be considered undesirable to turf growth at high concentrations, although the bioavailability of some of these may be questioned. If a person uses paint that was formulated as a “house paint,” there may be a number of volatile organic compounds, preservatives, and/or mildew suppressing agents that could cause turf problems. Ingredients, formulations, application technology, and management of painted areas – there are lots of unanswered questions. ■



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