

siderable length of time in learning situations at school, home and on the job. Many of them just don't respond to the typical classroom teaching experience.

There is probably no single factor more important in determining instructor effectiveness than the desire to teach. This desire may not be evident at first. It may have to be cultivated. There is normally a great deal of satisfaction involved in imparting knowledge to others, especially if it results in a positive change in a tree maintenance program.

As an urban tree manager you may feel that the demands on your time preclude your involvement in an in-service training program. However, it is no less important than any of your other responsibilities. Instruction is a natural and necessary part of supervision. It can be done during slack

periods or when inclement weather curtails outside work. An in-service training program can develop competence. Competent people are still the most vital asset of any organization.

#### Literature Cited

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#### ABSTRACT

Kerr, John. 1980. **Climbing vs. bucket lifts; preferences in tree trimming.** *Weeds, Trees & Turf* 19(2): 28-29, 32-33, 80.

There are two ways to trim a tree — climb it or use an aerial lift truck. Certain circumstances clearly call for one method over the other and sometimes a combination of both ways does the best job. For the most part, though, arborists prefer either climbing or lifts and resist compromise. David Halsted, founder of the Oregon Arboriculture Company in Portland, has been called "violently opposed" to using bucket lifts. A born and bred climber, Halsted laughs at the severity of this description, but truly thinks proper trimming is only done through the eyes of the climber. "I could find more character, more design, and more creativity from working within the tree," he says. And the fact exists that some of the trees are just too tall for a lift, or if in a back yard, too inaccessible. John Hawthorne, owner of Hawthorne Brothers Tree Service, has worked without a bucket lift, but since he purchased one in 1972, he's been using it constantly. His private tree care firm is in Winchester County, New York. "It's helped us tremendously," says Hawthorne. "It's worth its weight in gold." Hawthorne would not disagree with Halsted that it takes a qualified person to take care of trees. He just feels there's no reason you can't use a bucket truck. "I'd say about 75 percent of our jobs can be done with a bucket truck."