

Volume XXX, No. 19

Who is like you, O Lord, among the gods? Who is like you, majestic in holiness, awesome in splendor, doing wonders?

May 21, 2009

—EXODUS 15:11

Intercom deadline

The deadline for each issue of the *Intercom* is 4 P.M. Tuesday. To help us ensure the speed and accuracy of production, please use the *Intercom* e-mail address, intercom@messiah.edu, or the user-friendly submission form on the *Intercom* website at www.messiah.edu/intercom/submit.html to send in information. If you have questions, please call the office of marketing and public relations at ext. 7342.

Campus people

The May issue of “The French Review” included a review by **Lois Beck**, associate professor of French and communication, of the book “Black, Blanc, Beur...la guerre civile aura-t-elle vraiment lieu?” by Stephanie Marteau and Pascale Tournier. The book discusses the issue of ethnic and religious diversity in France.

Damian Savarino, senior lecturer in voice, recently returned from Litochoro and Katerini, Greece where he gave performances as bass soloist in the oratorio “Canto General” by Mikis Theodorakis as well as presented a solo recital. He also taught a master class where he worked with students attending the municipal music conservatory in Litochoro. Savarino was hosted by Messiah College alumnus **Efthymios Mavridis** (‘89).

Announcements from the office of the Provost

See attachment at the end of this “*Intercom*” for complete list of faculty announcements.

Registration open for Curator Club at The Oakes Museum

Children in third through fifth grades are invited to register for the Curator Club, a multifaceted science program at The Oakes Museum. There will be six Saturday sessions, beginning Saturday, June 13, where members will study topics including animal super senses, the Community Garden, wildlife art, alternative energy sources, wetlands, and the Yellow Breeches. Go online for details at www.messiah.edu/Oakes/curator_club/index.shtml.

Curator Club members receive an annual membership card for free admission to The Oakes Museum, a 10,000-square foot museum that features a collection of Smithsonian-quality African and North American mammals, bird eggs, fish, seashells, minerals, insects, and fossils; e-mail updates on upcoming events and activities at The Oakes Museum; and a newsletter about museum-related science topics. Members who attend three or more activities will also receive a birthday certificate for three free children’s admissions and a Curator Club t-shirt. The activities held are on Saturday mornings from 9:45 a.m. to 12 p.m. The cost is \$10 per activity or enroll in all six activities for \$50 (a savings of 20 percent). Registration is now available online at www.messiah.edu/Oakes/curator_club/index.shtml. If you need more information, please call Helena Cicero, education coordinator for The Oakes Museum, or Beth Erikson, Curator Club coordinator, at ext. 6082.

Messiah College to co-sponsor event for teens about sexuality

Messiah College is partnering with The Connection Ministries and other area faith-based organizations to offer “ANSR – A New Sexual Revolution,” a workshop for Central Pennsylvania teens, parents, and youth workers to be held at The Forum in Harrisburg on Wednesday, June 17 from 6:30 to 10 p.m. For more information, please visit www.TheConnectionMinistries.org. The office of volunteer and church relations has posters and publicity cards available if you would like to share information with your church youth group or others. Also, as a lead sponsor, Messiah College has been given 30 free tickets to the event. If you would like any tickets, please contact Randy Ness, director of volunteer and church relations, at ext. 6600 (first-come, first-serve basis – limit two per person).

Follow students as they “Hit the Road” to explore their calling

Four teams of students are kicking off their summers by embarking on road trips with a twist! The Career Center’s sponsored program, “Hit the Road: Explore the Possibilities” provides the selected teams with an educational opportunity to explore their calling through information interviews and site visits with professionals and experts in their fields of interest across the country. This year’s destinations include New Mexico, California, New England, and the Southeast United States. We invite you to follow their journeys through the teams’ online blogs, located on the Career Center’s website www.messiah.edu/offices/career/students/hitheroad.html.

Facility services posts recent procedure updates on website

Several facility service policy and procedures have been updated and they are on the facility service webpage. Please click on the following link to access the procedures www.messiah.edu/offices/facility_services/policies_procedures/. The policies recently signed and updated are universal waste management, bioterrorism readiness plan, and use of grounds policy. If you have any questions, please contact facility services at ext. 6011.



HUMAN RESOURCES

Summer flex-time program outlined
Open Enrollment for 2010 plan year benefits available

► Position available

Part-Time Administrative Assistant for International Programs and the EpiCenter

Birthdays

Part-Time Administrative Assistant for International Programs and the EpiCenter — International Programs and the EpiCenter currently have an opening for the position of part-time administrative assistant for International Programs and the EpiCenter. This is a nine-month, 25 hours-per-week, five days-per-week, band 7C position with work dates from mid-August to mid-May (dates vary based on the academic calendar). A high school diploma or equivalent is required; associate’s degree is preferred. Must have two to three years of administrative support experience with at least one year of experience with higher education preferred. Other requirements include: professional level communication skills including strong writing, editing, speaking, and comprehension skills; ability to communicate successfully across departments and with various constituencies including external contacts; strong organizational skills including time management skills and the ability to work with multiple priorities; expert computer proficiency including the ability to work independently in Banner, Excel, and various databases; and understanding of basic web design is a plus. To apply, please submit a letter of interest and r sum  to Messiah College, Human Resources, Box 3015, Grantham, PA 17027 or e-mail humanres@messiah.edu. (R sum  and letter of interest is preferred via e-mail.) Job-related questions should be directed to Wendy Lippert, acting director of International Programs and the EpiCenter, at ext. 6089. A job description is available in human resources. Deadline for applications is Wednesday, June 1.

Summer flex-time program outlined

In work units that generally operate an eight-hour traditional day schedule, Monday through Friday, the summer flex-time program will permit employees to work for nine hours on four days of the work week, in order to allow for a four-hour day on the fifth day of the work week. In other units, where work requires employees to be available in the early morning, throughout the evening, and/or on weekends, supervisors may adopt work schedules unique to the respective unit (though consistent with national standards and regulations). In each work unit, implementation of a summer flex-time program is at the discretion of the work unit leader in consultation with the provost, vice provost, or vice president. In every case, a flexible schedule must assure adequate maintenance of the unit's work responsibilities. Please see attachment at the end of this "Intercom" for complete details.

Open Enrollment for 2010 plan year benefits available

Open enrollment for benefits is available from Monday, May 18 to Friday, June 5. Messiah College offers you and your eligible family members a comprehensive and valuable benefits program. We encourage you to take the time to educate yourself about your options and choose the best coverage for you and your family. Elections you make during open enrollment will become effective Wednesday, July 1. Please see the attached Messiah College Employee Benefits Guide at the end of this "Intercom" for details. Please plan to attend one of these informational meetings to educate yourself on the options available to you as well as changes that will be effective July 1.

Thursday, May 21

Parmer Cinema

9 a.m.

Tuesday, May 26

Parmer Cinema

4 p.m.

6 p.m.

Happy birthday! 

06/01: Debbie Rutter

06/02: Dana Britton

06/03: Gene VanDyke, Jen Whitcomb

06/04: Sean Paddock, Art Palese, Jill Poole, Janice Trapp

06/05: Christine Forsythe, Leisa McAlicher

06/06: Ellie Addleman, Casey Brannan, Bob Felix, Mike Strayer

Reflection

Use soft words and hard arguments.

ENGLISH PROVERB

Scroll down for attachments

FROM THE OFFICE OF THE PROVOST

I am pleased to announce the following new faculty members for Fall 2009:

Sara Cho Kim , Assistant Professor of Psychology; Counselor for Engle Center
B.A., M.A., M.S.Ed., University of Pennsylvania, 1998, 2000; ABD, University of Wisconsin-Madison, 2009.

Qing Liu, Assistant Professor of Psychology
B.S., Henan Medical University, 1999; Ph.D., Brown University, 2006.

Margaret E. Ramey, Assistant Professor of Biblical Studies
B.A., Furman University, 2000; M.Div., Baylor University, George W. Truett Theological Seminary, 2005.

Hannah S. Tims, Assistant Professor of Chemistry
Bachelor of Science Biochemistry and Molecular Biology, Bethel University (MN), 2002;
Ph.D., Biochemistry, Molecular Biology and Cellular Biology, 2007, Northwestern University.

Congratulations to **Ronald J. Webb**, Professor of Business, who has been awarded emeritus status.

Congratulations to the following faculty who will be promoted to Professor effective August 1, 2009:

David K. Foster, Associate Professor of Biology and Environmental Science
Debra Heath-Thornton, Associate Professor of Sociology and Criminal Justice
Helen L. Walker, Associate Professor of Writing

Congratulations to the following faculty who will be promoted to Associate Professor effective August 1, 2009 and approved for term tenure for the five-year period, August 1, 2009 to July 31, 2014:

Michael A. Harcrow, Assistant Professor of Music

Congratulations to the following faculty who have been approved for term-tenure renewal for the five-year period, August 1, 2009 to July 31, 2014:

Donald G. Pratt, Professor of Engineering

Congratulations to the following faculty who have been approved for term-tenure for the five-year period, August 1, 2009 to July 31, 2014:

Jean Thompson Corey, Assistant Professor of English



OFFICE OF HUMAN RESOURCES

Summer Flex-Time Program - 2009

In work units that generally operate an eight-hour traditional day schedule, Monday through Friday, the Summer Flex-Time Program will permit employees to work for nine hours on four days of the work week, in order to allow for a four-hour day on the fifth day of the work week. In other units, where work requires employees to be available in the early morning, throughout the evening, and/or on weekends, supervisors may adopt work schedules unique to the respective unit (though consistent with national standards and regulations). In each work unit, implementation of a Summer Flex-Time Program is at the discretion of the work unit leader in consultation with the provost, vice provost or vice president. In every case, a flexible schedule must assure adequate maintenance of the unit's work responsibilities.

Where the Summer Flex-Time Program is adopted by work units that keep a traditional day schedule, Monday through Friday, the program should adhere to the following guidelines:

- Employees should work nine hours for four days of the week in order to allow for a four-hour day on a fifth work day of the respective week (with the possible exception of when vacation time is taken—see below).
- The nine-hour workday should be completed between 7:00 a.m. and 6:00 p.m.
- Employees must include at least a 30 minute lunch period in each nine-hour day.
- Employees must coordinate their individual work plans with their supervisor, and receive approval accordingly.
- When employees take vacation time, the sum of all hours reported in a week (regular hours, vacation hours, sick hours, etc.) must equal 40 hours, and for the purposes of overtime calculations, in no one day should vacation hours exceed 8 hours per day.¹
- Holiday pay for Memorial Day and July 4 will be 8 hours regardless of revised schedules. Employees on revised schedules who would otherwise work more than 8 hours on those days will need to add the additional hours elsewhere during the weeks of May 26 – May 30 and June 30-July 4.
- Work units that adopt the Summer Flex-Time Program should provide coverage of essential services for each day of the work week (e.g., those offices with significant contact with off-campus audiences should provide phone coverage and basic office support for all 40 hours of the traditional work week).
- The Summer Flex-Time Program may be implemented the week beginning on **Monday, May 25, 2009** and may extend as late as **Friday, August 21, 2009**. Again, this is dependent upon the needs of each department and the resulting schedules.

Additional guidelines may need to be established by individual work units in order to allow for an orderly and effective implementation of the summer flex-time practice. In addition, work units that traditionally work beyond the traditional day schedule will develop guidelines appropriate for the requirements of that work unit. In every case, policies should be reviewed by the provost, vice provost or respective vice president.

Questions and suggestions about the Summer Flex-Time Program should be directed to the Office of Human Resources and/or the senior administrator responsible for the respective work unit.

¹ This limit ensures that employees, for example, do not report four nine-hour vacation days and then work hours on the fifth day, thus resulting in four hours of overtime.