

Volume XXX, No. 42

October 25, 2007

But the wisdom from above is first pure, then peaceable,
gentle, willing to yield, full of mercy and good fruits,
without a trace of partiality or hypocrisy.

—JAMES 3:17 (NRSV)

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

Messiah College welcomes the following new employees: **Drena Doran**, production assistant dining services; **Gayle Lanphier**, nutritionist, Engle Center; **Wendy M. McElwee**, payroll specialist; **Candice D. Valencia**, safety officer; and **Lori A. Zimmerman**, administrative assistant to the dean of mathematics, engineering, and business and administrative assistant to the director, Collaboratory for Strategic Partnerships and Research. Welcome to the community!

Three members of the department of management and business participated in the Christian Business Faculty Association (CBFA) national conference held Oct. 4 to 6 in Seattle, Wash. **Jenny Dose**, associate professor of human resource management, presented a paper titled “Human Nature and Teaching Management Theories.” **David Hagenbuch**, assistant professor of marketing, and two colleagues from other universities presented a paper titled “Employee Participation in Corporate Social Performance: A New Research Agenda.” In addition, **Ron Webb**, managing director of International Business Institute, held an International Business Institute (IBI) meeting for faculty representatives from IBI-affiliated schools as well as for colleges newly interested in the program.

President Phipps announces open door days

President Kim Phipps will host “Open Door” days to meet with students and employees on issues that are important to them. Stop by her office on the second floor of Old Main from 8:30 a.m. to 12 p.m. and 1 to 3 p.m. on the following days during the 2007-2008 academic year:

Tuesday, Oct. 30, 2007

Thursday, Dec. 6, 2007

Thursday, Feb. 14, 2008

Monday, March 10, 2008

Tuesday, April 22, 2008

Results of Campus Climate Survey to be presented on Nov. 7

Last spring, the Messiah Community participated in a Campus Climate Survey. On Wednesday, Nov. 7, Sue Rankin from Rankin and Associates Consulting will be on campus to present a summary of the results of this survey. Separate presentations will be made to senior administration, educators, students, staff and administrative employees, and the Campus Climate Task Force. See attachment at the end of this “Intercom” for details.

Alternate Chapel sponsored by the Collaboratory on Oct. 25

“The Art and Science of Finding, Leveraging, and Sustaining Honest-to-Goodness Third World Entrepreneurs” will be offered on Thursday, Oct. 25 at 9:30 a.m. in Kline Hall, room 120 as an alternate chapel. Juerg Opprecht, founder and president of the Business Professional Network (BPN), and Frank Fendler, managing director of BPN USA, will be presenting on BPN’s approach to funding, training, and empowering genuine entrepreneurs. BPN has been successful in creating hundreds of businesses and thousands of jobs in Kyrgyzstan, Benin, and Nicaragua. The ultimate goal of BPN is to bolster the witness of Christ around the world.

Open house scheduled for Oct. 27

The second open house of the fall is scheduled for this Saturday, Oct. 27. Approximately 725 prospective students and parents are pre-registered to attend. While parking will not be an issue, if you happen to be on campus, thanks for taking time to extend a warm welcome to these special guests. It takes the whole community to recruit each new class of students!

Career and Graduate School Expo set for Nov. 5

The Career and Graduate School Expo is scheduled for Monday, Nov. 5. More than 130 employers and graduate school reps are registered to attend.

The Career Center and department of safety appreciate the campus community cooperating with the parking needs of our special guests. Employees who park in the TT lot are asked to park at the Grantham Church. Shuttles will be running from 7 to 9 a.m., 11 a.m. to 1 p.m., and 4 to 6 p.m. The shuttle pick-up and drop-off point will be at the Eisenhower Campus Center circle. Thanks for taking time to extend a welcome to our guests as they come to campus.

Deadline is approaching to submit spring events for Highlights brochure

The office of marketing and public relations is again producing the Highlights brochure to promote the public events occurring on campus during the spring semester. In an effort to bring more people to campus, we will mail the brochure to more than 5,000 homes in the community in early January. To ensure your public event is included, i.e. a concert, recital, play, lecture, conference, performance, or any other event at which you would welcome the general public, please send the event, date, time, place, contact name, admission charge (if any), and phone number to Kim Christen

kchriste@messiah.edu no later than Friday, Nov. 2.

If your events are unable to be finalized by that date, please forward them to marketing and public relations as soon as they are confirmed. Although we will be unable to include them in the brochure, we will still be able to advertise them on our public events line on campus as well as through news releases and public service announcements. These brochures have been very well received in the past and demand for them has been high, both on and off campus. If you would like to order a quantity for your own department’s use, please call Kim Christen at ext. 7326. There will be a charge of \$12 per 100 brochures (12 cents per copy) to cover the additional printing costs.

Faculty services sets J-term and Spring 2008 work submission deadlines

With the start of the new semester right around the corner, faculty services would like to remind the faculty that it’s not too early to begin looking ahead. Attached at the end of this “Intercom” are the work submission deadlines that have been set for J-Term and Spring 2008 semester. Thank you in advance for your cooperation. If you have any questions or concerns, please contact Diane Hunsinger, faculty services supervisor, at ext. 3895.



HUMAN RESOURCES NEWS

United Way employee pledge drive underway
Employee Christmas luncheon scheduled for Dec. 21

► **Positions available**

Cash Operations Shift Leader College Café and Snack Shop
Groundskeeper/Crew Leader
Grounds Manager
Safety Officer

► **Birthdays**

United Way employee pledge drive underway

Each year at this time we ask the Messiah community to consider a donation to the United Way during our Employee Pledge Drive. Information packets are being delivered by group captains this week. We ask you to review the materials and submit the pledge form to your group captain or directly to human resources by Friday, Nov. 9.

Every good deed warrants some fun! This year we are once again hosting a campaign contest. The employee group with the highest percentage of participating donors will have their choice of the following:

- **An in-department pizza party**
- **A drawing for one \$50 bookstore gift certificate**
- **A drawing for one extra vacation day**

In addition, members of President's Cabinet are funding, with personal donations, a thank you event for donors. Scheduled for Monday, Dec. 3, the dessert and ice cream social will be a time for fellowship, sweets, and (perhaps!) a few door prizes. A minimum donation of \$10 to the United Way is needed to be eligible for the campaign contest and the thank you event. Please direct any questions to Kathy Castonguay, human resources, at ext. 7086.

Employee Christmas luncheon scheduled for Dec. 21

The annual employee Christmas luncheon is scheduled for Friday, Dec. 21 from 12 to 2:30 p.m. Unfortunately, this is later in the season than we traditionally gather due to the late finish of finals this semester. We trust that most departments will still be able to participate. Please mark your calendars – we hope to see you there!

Positions available

Cash Operations Shift Leader College Café and Snack Shop — The department of dining services currently has an opening for the position of cash operations shift leader. This is a full-time, 12-month, band 7C position. This position works at the Union Café and Falcon Express Snack Shop. Work rotating shifts, including weekends and evenings. An associate's degree in food service or business and or/equivalent combination of education and experience is necessary. Must have at least one year of experience in retail/full service cash operation. The cash operations shift leader directly supervises shift activities for these fast food cash operations. The requirements for this position are the ability to organize, train, and motivate students and part-time staff members while working alongside them in a fast paced environment. Good written and verbal communication skills are a must. To apply, submit a résumé and cover letter to Messiah College, Human Resources, Box 3015, Grantham, PA 17027 or e-mail humanres@messiah.edu. (Applications are preferred via e-mail.) A job description is available in human resources or on the College website at www.messiah.edu/offices/hr/job_opportunities/admin.html. Job-related questions should be directed to Mark Wirtz, director of dining services, at ext. 6008. Deadline for applications is Tuesday, Oct. 30.

Groundskeeper/Crew Leader — The department of facility services has an immediate opening for the position of groundskeeper/crew leader. This full-time, 12-month, band 7C position acts as a section leader, supervising one to two temporary/on-call employees while maintaining a section of the campus,

performing basic grounds maintenance to include but not limited to mowing, weeding, whipping, trimming, pruning, tree removal, and general clean-up. Education and experience required includes a high school diploma or equivalent; commercial pesticide license/certification within six months of hire; and valid Pennsylvania driver's license. Two years of grounds maintenance experience preferred. Also must have good knowledge of grounds maintenance procedures: tree pruning, mowing, mulching, tree removal, edging beds, blowing, weeding, and using backpack sprayer. Ability to operate standard grounds equipment: tractor, mower, front mount mower, gator, weed whip, chain saw, leaf blower. Ability to work with limited supervision and be a self-motivated team player able to motivate, supervise, and encourage a small team. Excellent time management skills, strong organizational skills, and the ability to prioritize projects. 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. (Applications are preferred via e-mail.) Job-related questions should be directed to Brad Markley, director of facility services, at ext. 3500. A job description is available in human resources or on the College website at www.messiah.edu/offices/hr/job_opportunities/admin.html. Applications will be reviewed upon receipt and will be accepted until the position is filled.

Grounds Manager — The department of facilities has an immediate opening for the position of grounds manager. This is a full-time, 12-month, administrative position. This position is responsible for management duties relating to oversight of all operations of the grounds department including: supervision of nine full-time and six to 10 temporary employees; planning and upkeep of landscape and modifications; planting, fertilization, pruning, mowing, and pest control; planning and directing in-house and contract grounds-related projects; and training staff and monitoring required continuing education credits for licensed staff pesticide applicators. This position also provides management and direction to Messiah's fleet services. Education required includes vocational training in an applicable area; bachelor's degree in grounds/horticulture is preferred, or equivalent years of experience managing a grounds maintenance operation. Ability to obtain pesticide certification in categories 23, 6, or 7 within six months of employment and five years of grounds-related supervisory experience is also required. Other requirements include: excellent customer service skills; ability to interact with employees, students, and visitors; ability to operate all vehicles owned by the College; ability to operate all machinery necessary to perform job functions; and Pennsylvania pesticide applicator's license. To apply, please submit a r sum  and cover letter to Messiah College, Human Resources, Box 3015, Grantham, PA 17027 or e-mail humanres@messiah.edu. (Applications are preferred via e-mail.) A detailed job description is available in human resources or on the College website at www.messiah.edu/offices/hr/job_opportunities/admin.html. Job-related question should be directed to Brad Markley, director of facilities, at ext. 3500. Deadline for applications is Saturday, Nov. 24.

Safety Officer — The department of safety has an immediate opening for the position of safety officer. This is a full-time, 12-month, band 7D position with primarily third shift hours (11 p.m. to 7 a.m.) and a weekend rotation. May be required to work other shifts and overtime. Primary duties of this position include campus patrols (car, foot, and bike), the opening and locking of buildings, and parking/traffic control. Candidates should be comfortable working with college-age students and must possess excellent interpersonal skills. Two years of related experience is preferred. A high school diploma or equivalent is required. To apply, please submit a r sum , cover letter, and contact information for three professional references to Messiah College, Human Resources, Box 3015, Grantham, PA 17027 or e-mail humanres@messiah.edu. Application deadline is Thursday, Nov. 1. A job description is available in human resources or on the College website at www.messiah.edu/offices/hr/job_opportunities/admin.html. Job-related questions should be directed to Cindy Burger, manager of safety, at ext. 7272.

Happy birthday! 

10/28: Timothy Dixon, John long, Kim Robyak, C. Santos, David Weaver-Zercher, Spud Wentzell

10/29: Jennifer Fisler

10/30: John Bechtold, Peter Sirotin, John Yeatts

10/31: Brian Sheaffer, Ernie Tilman

Announcements

For sale:

House — Two story country charmer situated on a cul de sac. Nicely landscaped yard with mature maple trees. Three bedrooms, 2.5 bathrooms, open floor plan with sunken living room, a gas fireplace, and skylights. Family room, eat-in kitchen, dining room, large laundry room, and two-car oversized garage. Master bedroom has a dressing area and walk-in closet off of the bathroom. Large backyard that is fully fenced in. It has a two-level deck, storage shed, and swing set. Offered at \$229,000. Call 432-4611.



Neck Pumpkins — Perfect for bread and pie. Small, \$1; medium, \$2; jumbo, \$3. Decorative gourds, 3 for \$1. Pick up in my office, or I will deliver. Contact Roseann Sachs at rsachs@messiah.edu.

Safety First brand convertible high back booster seat — Five point harness for children between 22 and 40 pounds, belt positioning booster for children 30 to 100 pounds. Tether strap, padded arm rests, cup holder. Very good condition. Sells for \$90, asking \$35. Call Bill at ext. 3904 or 642-9548.



Upper Allen Township Townhouse — 601 Park Ridge Drive, Mechanicsburg. Well maintained end unit with a low yearly association fee. Features include a finished basement, updated fixtures, new carpet, laminate and pergo-like flooring, and a new heating and cooling system. Easy access to Rt. 15 and Messiah College. Includes all appliances: refrigerator, microwave, stove, dishwasher, washer, dryer, and stand-up freezer. Asking \$148,000. Call 691-7541 for additional information



1992 Ford Explorer — 4 × 4, V6, auto, four door, power locks, power windows, 160,000 miles, new exhaust, good condition, new inspection. Asking \$1,900. Please call 432-4758 or ext. 5053.

1998 Honda Accord LX-I — Top model for the year. Five-speed, 192,000 miles, great interior, good exterior. Well maintained over years, highway mileage to college. \$900 firm. Call (717) 691-8241.

Outside organization announcements:

Benefit concert for Brethren Housing Association set for Oct. 27 — Harambee United Church of Christ (2111 N. 4th Street in Harrisburg) is hosting a benefit concert for Brethren Housing Association on Saturday, Oct. 27 at 7 p.m. Jazz vocalist Ruth Naomi Floyd (www.contourecords.com/) will be the featured singer. Brethren Housing Association is a transitional housing program for women and children, located in Harrisburg's Allison Hill. For more information about the concert, call Harambee at 236-8600.

Reflection

It is better to know some of the questions than all of the answers.

JAMES THURBER

U.S. author and humorist

Scroll down for attachments



To: All Messiah College Employees and Students
From: Campus Climate Task Force
Date: October 24, 2007
Subject: Campus Climate "Town Meetings"

Last spring, the Messiah Community participated in a Campus Climate Survey. On Wednesday, November 7, Sue Rankin from Rankin & Associates Consulting, will be on campus to present a summary of the results of this survey. Separate presentations will be made to Senior Administration, Educators, Students, Staff and Administrative Employees, and the Campus Climate Task Force.

Below are the times of these Town Meetings. If at all possible, please plan to attend the meeting designated for your group. The presentations are designed to address some of the concerns and issues pertinent to each specific group. However, if you cannot attend the meeting designated for your group, please feel free to attend any of the other presentations.

Time	Group	Location
10:00-11:15	Educators	Hostetter Chapel
12:30-1:45	Students	Hostetter Chapel
2:00-3:15	Staff/Admin	Hostetter Chapel
3:30-4:45	Educators	Hostetter Chapel

Faculty Services

Work Submission Deadlines

J-Term and Spring Semester 2008

J-Term 2008

November 9, 2007	Materials requiring copyright clearance
November 21, 2007	All coursepacks and lab manuals for duplicating
December 5, 2007	Materials requiring typing, Blackboard, and document scanning
December 5, 2007	Materials requiring duplicating (syllabi, handouts, exams, etc.)

Spring Semester 2008

December 5, 2007	Materials requiring copyright clearance
January 4, 2008	All coursepacks and lab manuals for duplicating
January 9, 2008	Materials requiring typing, Blackboard, and document scanning
January 14, 2008	Materials requiring duplicating (syllabi, handouts, exams, etc.)

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Adherence to these deadlines is vital. Please be advised that copyright permission requests submitted after the deadline may not be granted in time for the start of the semester which may cause a delay in the production of your coursepack/lab manual. Any materials submitted after the duplicating deadline may be delayed due to high volume received. Thank you for your cooperation.