Summer Ventures by Linda Miller

I had the pleasure of hearing from Eileen Thomas, Carla Pavlick, and Wendee Dunlap about the interesting things they have been doing this summer, other than working at the College. Here is what they had to say.

Eileen Thomas, Registrar's Office

My husband and I traveled with a group of friends from the Littlestown area to Anchorage, Alaska, and the Yukon Territory. We arrived in Anchorage on July 3 and headed out early the next morning by train for Denali National Park to see the wonders of nature. We were fortunate enough to see Mt. McKinley -- according to the tour guide, something that happens only about 30% of the time because of the cloud cover. On July 12 after traveling through the cities of Fairbanks, Dawson City, Chicken (with a population of about 8), White Horse, and Skagway by bus, train, riverboat, and ferry, we boarded the Zuiderdam for a four-day cruise through Glacier Bay. The views were breathtaking, the food was delicious, and the friendships (and yes - I met a few Phillies fans in the group) with others on the tour made this an unforgettable trip of a lifetime.

Carla Pavlick, Sunderman Conservatory

Consider how much we take for granted: a job that we love, a home that shelters us from cold in winter and heat in summer; friends with whom we can talk, laugh, cry; food to nourish us and our family. For many people here in Adams County, some or all of the things that make life "good" are beyond their grasp. Helping to answer their needs is The Gettysburg Community Soup Kitchen. The Soup Kitchen is housed in the basement of The Memorial Church of the Prince of Peace and serves lunch six days a week, year round including holidays, and has been doing so since October 1, 1991. Prince of Peace recently completed their purchase of the Saint Francis Xavier Rectory on High Street. Their plan is to convert the building into Peace House -- an entire building dedicated to serving the less fortunate in the Gettysburg community. The new location will make it possible to serve meals seven days a week and provide space for auxiliary services. In late May, I started working with the Board of the Soup Kitchen to conduct a capital campaign to raise the funds necessary to make Peace House a reality. The campaign will culminate with a Grand Opening Program at Peace House in October of 2011 – the 20th anniversary of the Soup Kitchen.
It’s a challenge, and I’m keenly aware of the responsibility I’ve been given by the Board. Our goal is to raise $150,000. I’m happy to report that after our first round of direct solicitations we are over the 20% mark. I’m grateful to the Board for trusting me to help guide this effort and for the experience I’ve gained in the positions I’ve held here at Gettysburg College for the past 20 years. It’s proving to be invaluable. If you would like more info about how you can volunteer or help in any way, I invite you to visit the Gettysburg Community Soup Kitchen at their website or on Facebook.

Wendee Dunlap, Foundation, Government, and Faculty Grants

I portrayed Antonio in a production of Much Ado About Nothing for Theatre Under The Trees (TUTT, a part of DreamWrights Youth and Family Theatre in York). My daughter, Erin, was a stage manager and covered three different roles throughout the run of the show. TUTT performed in state and local parks in the York County area the last week of July. This was my second year with TUTT and “playing a dude,” (men and older boys seem to be fearful of Shakespeare), and only my fourth time onstage! One of the best things about these particular Shakespearean productions is the age range of the performers: from age 7 on up to “older than me.” It can be challenging to work with younger children onstage, but the trade-off is the possibility they will fall in love with Shakespeare. Only three years ago I would have insisted that I’d never perform -- too old to memorize lines and blocking, too self-conscious, too introverted. Turns out I was wrong. I absolutely love it. What I appreciate most of all is the opportunity to engage in a hobby with my two daughters (Rachael 12 and Erin 11). The memories of our performances together will last well beyond the run of the shows.

Wendee on the right as Antonio and Kristen Fraser ’96 on the left as Leonato. They play brothers in the production.

Conversation for Change  By Joyce Sprague

What do you do and where do you go if you have a conflict with someone with whom you have a working relationship? The College hopes you will consider talking with one of its recently trained and certified PULSE mediators. Because the College encourages an atmosphere in which conflicts can be resolved in a respectful and productive manner, it now provides conflict mediation and conflict coaching to individuals experiencing difficulty in the workplace. The Gettysburg College Conflict Resolution Resources Program was developed to encourage and support faculty, administrators and staff to effectively manage and resolve conflicts.

For some of us the word “conflict” may have negative connotations; therefore, asking to or agreeing to participate in a conflict resolution/mediation session might be uncomfortable. However, if the conflict is not resolved, it can cause low morale, create an uncomfortable working environment, and even cause health issues (does your blood pressure go up or your heart beat faster when you are in conflict with someone?). When faced with conflict, it is often useful to have a neutral and confidential third party with whom you can discuss approaches to conflict resolution, consider options, or to clarify the underlying issues that are most important to you. In fact, most conflicts can be resolved by sitting down with the other party and having an open, honest conversation. In addition to, or instead of, entering mediation, you may elect to sit down with one of the practitioners for some one-on-one coaching. In the coaching session, the individual experiencing a conflict with another person has the opportunity to consider a full range of options and responses. Doing so will help to prepare them mentally and emotionally to approach the other person involved, and to develop a plan for constructively addressing the conflict.

The coach will not take sides nor make specific recommendations for your course of action. Instead, the coach will ask you questions about the conflict, the preconditions to and unfolding of the dispute, your perception, your possible interests, why and what about this conflict matters to you, and your assessment of the perceptions and interests of the disputing party. The questions are designed to expand your perspective and to help you to create and consider options. Conflict coaching is useful when you are involved in a conflict situation and don’t know what your next steps should be, or when you think that your next step will only escalate the conflict and you want to seek a positive alternative. The responsibility to choose a course of action remains your own, but coaching can help you to explore more options that may help you resolve the conflict.
Mediation is a conversation between two parties in conflict, structured and assisted by a neutral third party, the mediator. The structure of a mediation session allows both parties to move beyond their initial positions to discover their own and the other party's underlying interests. The parties can then generate options to address their needs. When mediation is successful, the parties review and select the best options, and conclude with a written agreement. It is typically voluntary, though in some cases conflicting parties can be encouraged by persons with authority. Because the parties do come to the session willingly, the typical rate of successful resolution is extremely high. And, because the parties themselves created the solution, it is typically a long-lasting solution.

In most situations, mediation will be kept confidential. Only in rare situations, such as those involving illegal forms of harassment and/or discrimination, will Human Resources be consulted to assist with the conflict.

Together we can try to work toward a mutually agreeable resolution to any conflict -- one conversation at a time. If you are interested in having a coaching session or have any questions about mediation, please contact one of the following practitioners: Maggie Baldwin -- Manager of Facilities, Communications and Services; Lynn Burke -- Assistant Director of Annual Giving; Rhonda Good -- Associate Provost for Planning, Facilities & Technology; Barb Herman -- Assistant to the Provost for Budget & Academic Support; Deb Hydock -- Assistant Director of Dining Services; Darryl Jones -- Senior Associate Director of Admissions; Stephanie Sellers -- Visiting Assistant Professor and Director of the Women's Center, or Joyce Sprague -- Academic Administrative Assistant for Women, Gender, & Sexuality Studies. To schedule a conflict mediation session, please contact one of the intake coordinators: Deb Hydock (X6331); Maggie Baldwin, (X6338); or Stephanie Sellers (X6798).

For more information, please visit the Employee webpage at http://www.gettysburg.edu/staff/

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**Janet’s Post**

**by President Riggs**

At their May meeting, the Board of Trustees voted to launch the leadership phase of the next comprehensive campaign for Gettysburg College. This is an exciting and significant moment for all of us! The Board’s action signals an acceleration of our efforts to raise the funds we need to support the aspirations we have for our College and our students.

We plan to focus our fundraising efforts on four areas:

- **Financial aid for students.** We must increase the endowment available to make a Gettysburg College education accessible to qualified students of all socioeconomic backgrounds.

- **The growth and development of our faculty.** Specifically we will raise funds both to support new faculty positions and to support the ongoing professional development of our faculty so that they continue to stay fresh and active in their teaching and scholarly pursuits.

- **Engaging learning experiences for students, including research and other creative activity, study abroad, internships, and public service.**

- **The renovation of Plank Gym as a center for global education and engagement.**

In addition, we expect to use the campaign as a vehicle to increase the level of giving to the Gettysburg Fund which supports our operating budget each year.

The leadership phase of the campaign will last approximately three years, as we have conversations with those individuals who we think can take a leadership role in this comprehensive fundraising effort. A Volunteer Leadership Summit will be held on September 22-25 here on campus to thank our alumni and parent volunteers for the work they have done in the past and to inspire their continuing support of Gettysburg College. Following the leadership phase, we will launch the campaign in a more public way and engage more alumni, parents, and friends of the College in this effort.

I am enthusiastic about doing all I can personally to help Gettysburg College build a financial base that will allow us to continue to enhance the quality of our education. Although our development, alumni, and parent relations staff will take a leading role in this campaign, there is no question that our success will depend on the efforts of the entire College community. I thank you for all you do to make this an institution that alumni and donors are proud to support. I look forward to a very exciting time ahead for Gettysburg College!

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**Participate In Our Wellness Raffle**

*By Karen Re*

Each day you work out or take a wellness class in the new Center or on Plank Stage, you may complete a raffle form to win a great prize each month. Ipods, watches, scales, gift cards, sleeping bag, cooler, and more. The more times you visit our gym, the more chances you have to WIN!

**One entry per person per day. Must work out for at least 30 minutes to enter your name.**

Good luck!
Where On Campus Am I?
Let’s test our memory. Here are some sculptures you probably pass by everyday on campus. See how many you can remember the location of before taking a peek at the answers.

New Support Staff Employees for Year

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<tr>
<th>Name</th>
<th>Department</th>
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<tr>
<td>James Boyeas</td>
<td>Athletics Office</td>
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<td>Krista Lee Gentile</td>
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<td>Suzanne Gockowski</td>
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<td>Zachary Keller</td>
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<td>Meghan Elizabeth Kelly</td>
<td>Musselman Library</td>
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<tr>
<td>Renee Vargo</td>
<td>Custodial Services</td>
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Upcoming Events:

Wellness Program information listed at: http://www.gettysburg.edu/staff/
Keep an eye out for the Multiphasic blood screening and Open Enrollment dates this fall

August 29 – First day of classes
September 28 - PNC Financial Seminar - Credit 101 @ noon – Penn Hall Lyceum
Oct. 26 – Wellness/Benefit Fair (CUB Ballroom)
Achievement:
Increasing the benefits of higher education

How do you make an amazing campus even better?
With PNC WorkPlace Banking. Offering Gettysburg College employees everyday money management with enhanced benefits and rewards, a PNC checking account with WorkPlace Banking also makes campus life more convenient with direct deposit and PNC ATMs right there for you.* Plus, our on-campus financial seminars help you make the most of your money. So stop by a branch near campus or any convenient PNC Bank location, and mention that you work for Gettysburg College, to experience more of the benefits higher education and PNC have to offer.

*With select WorkPlace Banking Checking accounts and qualifying direct deposit. See a PNC Bank representative for details.
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