



Gettysburg College Connection to Land of Little Horses



Land of Little Horses

Bill Baldwin of Facilities Services is celebrating 28 years at Gettysburg College, but you may be surprised to know that he is a farmer at heart. For the past several years, he has been pedaling his wares on campus — farm-grown produce such as tomatoes, squash, and asparagus to naturally-raised meats like chicken, pork, beef, and lamb. As much as he loves working at the College, his dream is to farm professionally, and he is taking steps to make that dream a reality.

In anticipation of his retirement in two years, Bill and his wife, Maggie, purchased the Land of Little Horses Farm Park. In fact, after 18 years at the College, Maggie has already moved to the park to oversee the daily operations and the growth of the business. The park is a combination of a farm, a zoo, and an amusement park – all rolled into one! That is a dream come true for Bill. “It’s really everything that I’ve wanted to do on our small farm, but didn’t have the start-up capacity. Buying a 46-year-old successful business allows us to farm the way we want to and to do so much more!” Although little horses weren’t exactly in the plan, when you see over 20,000 people visit the park annually and interact with these special creatures, the “dog and pony” show of life can take on a whole new meaning.

Bill and his family are hoping to create a whole new chapter for this very unique place in our community. By using the pastoral setting as a retreat and event center with an

in-house food service and providing an educational and cultural center in the gift shop and soon-to-be gallery, the farm will have an appeal for all ages, young to old, and of course, especially, the young at heart. You won’t be sorry if you take some time out of your busy schedule to visit the park and support Bill and his family in their new adventure.

For those of you who are interested in learning more, visit the **Land of Little Horses website**. You’ll find information on signing up for the monthly newsletter, season passes, next year’s schedule, and an extra special *Sneak Peak Event* to be held on Saturday, November 25, of Thanksgiving weekend. The Baldwin’s hope to see you there!



FASH Schedule

Friday Afternoon Social Hour

Friday afternoon marks the end of the work week — TGIF. Here at Gettysburg, we kick the weekend off with FASH — **Friday Afternoon Social Hour!** All Gettysburg employees (support staff, faculty, and administrators) are welcome! Join us at any of the remaining FASHs listed below.

<u>DATE</u>	<u>LOCATION</u>	<u>SPONSOR</u>
Fri Oct 20	Science Center Lobby	Chemistry
Fri Oct 27	Glatfelter Lodge	Education
Fri Nov 3	Glatfelter Lodge	Physics
Fri Nov 10	Schmucker Art Gallery	Art Gallery
Fri Nov 17	Glatfelter Lodge	Political Science
Fri Dec 1	4th flr, Glatfelter Hall	Management
Fri Dec 8	Weidensall Hall Lobby	History & Classics
Fri Jan 26	Schmucker Art Gallery	Art & Art History
Fri Feb 2	2nd flr, Schmucker Hall	Sunderman
Fri Feb 16	Glatfelter Lodge	Biology
Fri Feb 23	Weidensall Hall Lobby	Africana Studies
Fri Mar 9	Weidensall Hall Lobby	IDS & WGS
Fri Mar 23	Musselman Library Apse	Author’s Reception
Fri Apr 6	Alumni House	DAPR
Fri Apr 27	West Building	IT

Communicating *through* Difference Spotlight Series

Cindy Helfrich and Joyce Sprague

This fall, several Gettysburg College organizations are providing opportunities for employees to learn to communicate through difference by offering events that promote skill-building, awareness, and healing.

A keynote address will be given on October 18 by Dr. Maura Cullen, one of the foremost authorities on issues of diversity and leadership, who offers practical ways to transform the quality and effectiveness of interactions when exploring issues of race, gender, sexual orientation, class, disabilities, age, and religion.

My Neighbor Is Muslim is a series of sessions that will open doors, minds, and hearts, and dispel stereotypes and myths about Muslim neighbors. Two final sessions will be held in CUB 260 from 5:30-7:00 pm on October 18 entitled *Contemporary Challenges Facing Muslims* and another on November 15 entitled *Quran: Jews and Christians*.

Basic Communication Skills is a series of sessions designed to create self-awareness and provide a safe environment to practice communication skills. Two final sessions will be held in CUB 260 on October 25 from 9:30-11:00 entitled *Providing Feedback*, and on November 15 from 9:00-2:00 entitled *Effective Communication*. Please RSVP to Christine Clabaugh at cclabaug@gettysburg.edu or call x6202.

Cindy attended the *Self-Awareness* session on Sept 20. This program was led by Maggie Baldwin and provided skills on self-awareness and disclosure. They completed a short self-analysis worksheet to find their dominant style — planner, feeler, doer, or thinker. Cindy is a feeler, so understanding and being understood are important to her. Maggie led a discussion on ways in which these types interact. Co-workers may work successfully if they consider each other's styles and needs. Small groups practiced reworking difficult dialogues using their new skills — Action (what), Observation (so what), and Reflection (now what).

Joyce attended the *Effective Listening* session on Sept 27. This program was also led by Maggie Baldwin and provided

skills on how to approach a listening opportunity effectively, apply effective listening strategies, and become aware of the blocks to listening. Effective listening involves GHOST protocol (G=Gentle; H=Honest; O=Open; S=Specific; and T=Talk). The four steps to effective listening are active listening, listening with empathy, openness, and awareness. The 12 blocks to effective listening include comparing, filtering, mind-reading, rehearsing, judging, dreaming, identifying, advising, sparring, being right, derailing, and placating. In a constructive conversation, you should be listening 80% of the time. Body language also contributes to the success or failure of a conversation, which includes spatial relationships, body movements, facial expressions, gestures, posture, and breathing. Attendees practiced their listening skills in small group activities.

ThanksforGiving Campaign

Andrea Switzer

For over 20 years, the Center for Public Service has gathered donations of Thanksgiving boxes for families in the Gettysburg area. Times have changed.



Over the past two years, the food distribution model at SCCAP Food Pantry has evolved, giving clients an opportunity to shop for items that best suit their individual diets, as well as nutritional and cultural needs.

As a result, the Center for Public Service has shifted its focus of their Thanksgiving drive, asking for monetary donations. This change helps to leverage SCCAP's purchasing power, allowing them to reach more families.

In 2016, donations from the College community, coupled with other community support, allowed the Food Pantry to reach 533 families with turkeys, holiday bags, and gift cards for Thanksgiving.

Consider supporting the 2017 Center for Public Service **ThanksforGiving Campaign** and donate online by **FRIDAY, NOVEMBER 17**.



President's Post

Janet Morgan Riggs

Lately I've heard some people make the claim that an education in the liberal arts and sciences is too expensive and

not practical. I want to be sure that all members of our community can respond to these criticisms and can speak to the benefits of a Gettysburg College education in particular.

Let's start with some facts. We are definitely expensive. We offer a highly personalized educational experience: small classes, opportunities for research with faculty, experiential learning, public service opportunities, career development experiences, and leadership development opportunities. No wonder we're expensive! However, 70% of our students receive financial aid. In fact, this year our financial aid budget is approximately \$60 million. We are committed to assuring that qualified students who want to attend Gettysburg can do so, and we offer generous financial aid packages to students with demonstrated financial need. Among those who borrow money to support their education, the average Gettysburg graduate borrows less than the average Penn State graduate.

Here's another fact. Liberal arts college graduates find high-quality employment. Ninety-eight percent of Gettysburg students are employed or attending graduate/professional school within a year after graduation. And those who are working have landed good jobs. Although I would never want to measure the quality of one's job solely by what it pays, our students do very well on the national Payscale survey, ranking 24th among all liberal arts colleges in the country for salaries of early to mid-career alumni.

There are many reasons our graduates are doing so well professionally. One is the rich set of career development opportunities we offer (externships, internships, etc.), and another is our alumni network (ranked #15th among all colleges and universities in the country by the *Princeton Review*). But perhaps even more important is that we're offering what employers are looking for when they hire. Ninety-three percent of employers in an AAC&U survey agreed that job candidates' ability to think critically,

communicate clearly and solve complex problems is more important than their undergraduate major. Of course these are the skills liberal arts colleges teach students and that we teach at Gettysburg College—no matter what the major.

There is another advantage of a liberal arts education that I will mention here. Given the pace of change in today's world, we have to prepare students for careers that don't yet exist. Although it's clear that certain careers require specific skill sets, a propensity for lifelong learning benefits those in all careers and will prepare graduates for the inevitable career changes ahead of them.

Leaders in all fields understand that young people with agile minds and a propensity for lifelong learning are invaluable to an organization. They are looking for employees who can anticipate and respond to rapid change. Many organizations also value the kind of civic engagement and social responsibility that liberal arts graduates bring to the job. In short, today's leaders in business, government, professional and non-profit spheres understand—as I hope the general public soon will—that there is no better preparation than that of a rigorous education in the liberal arts and sciences.

I contend that in this rapidly changing world, a liberal arts education is more valuable than it has ever been. I hope you agree and that you will share this perspective to help others understand the value of an education in the liberal arts and sciences!

President's Award Dinner for Support Staff Sat, Jan 13, 2018

Sit-down dinner to be held at the Wyndham. Doors open at 5:00, meal at 5:30. Service awards to be presented at 6:30, followed by dancing with DJ Mark "The Man" Rosensteel. Invitations will be sent via campus mail by mid-November.



New Support Staff Hires

since March 2017

- Carolyn Adelmann Advancement Systems
- David Arnold Custodial Services
- Langh Cin Dining Services
- Lea Czar Chemistry Department
- Dana Faulkner-West Custodial Services
- Kirsten Foti Dining Services
- Lynn Garskof Human Resources
- Dylan Hoff Athletics
- Marie Larose Dining Services
- Dottie Ledden Custodial Services
- Kathryn Lightner Custodial Services
- Christine Little Religious & Spiritual Life
- Ethan Maue Grounds Services
- Matthew McFadden Dining Services
- Heather Miller Civil War Institute
- Brenda Mobley Facilities Services
- Kayla Morrow Musselman Library
- Barbara Naugle Custodial Services
- Richard Neeley Department of Public Safety
- Claudette Piccini Major and Planned Giving
- Wendy Secrest Custodial Services
- Matthew Sepulveda Dining Services
- Zachary Thomas Facilities Services
- Robert Trimper Custodial Services
- Catherine Volk Custodial Services
- Keith Welty Department of Public Safety

Retirees

since March 2017

- John Archer College Life
- Guy Bowling Grounds Services
- Anne Laughlin Transportation Services
- Judy Musser Advancement Systems
- George Neely Department of Public Safety
- Debra Shockey Custodial Services
- Nelda Woodward Major and Planned Giving

Support Staff Transfers

since March 2017

- Valerie Andrews Chemistry to Political Science
- Denise Shaffer College Life to Garthwait Leadership Center and Experiential Education
- Brian Derr Moving Crew to Grounds Services
- Troy Hahn HVAC to Custodial Services

Compiled by Niamate Leeper and Linda Miller



View Photos from the Summer Picnic

The All-Campus Picnic was held in June. Employees were treated to delicious food and great Bingo prizes! Photos from the picnic are located on the [SSC website](#).

Volunteer for the Thanksgiving Dinner

Volunteer to serve Thanksgiving Dinner to the students on **Tues, Nov 14**. Approximately 100 faculty and staff are needed. Look for details coming in the digest.



Employee Holiday Party

WEDNESDAY, NOVEMBER 29
4:30 - 7:30 • Majestic Theater

- Movie, *Home Alone* (rated PG), shows in the main theater from 5:30 - 7:15.
- Reception in upstairs and downstairs lobbies for employees and their guests.

Shuttles available from Constitution Lot. [More information to come.](#)

Pillars Staff

Cathy Bain	Linda Miller
Rebecca Barth	Joyce Sprague
Cindy Helfrich	Andrea Switzer
Niamate Leeper	Kristi Waybright