



VETTING ISSUES: Chancellor Davis meets with senior level administrators to discuss North Georgia's direction and needs.

Chancellor Davis visits campus

Chancellor Erroll Davis Jr., the University System of Georgia's new top executive overseeing the state's 35 public institutions of higher education, visited the university on June 8.

North Georgia was the 28th stop on his statewide tour of the system's institutions of higher learning, which he started shortly after he took office in February.

Davis spent most of his hour with faculty, staff and the few students in the audience answering questions and sharing his

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New compensation program in place

Assessments of North Georgia's administrative and staff positions have resulted in updated job descriptions along with competitive pay ranges for many of those positions.

The Competitive Compensation Initiative included comparisons of similar occupations and pay ranges in the external marketplace and at other institutions in the University System of Georgia.

"Our most precious resource is our workforce," said President David Potter. "To continue to recruit and retain people with exceptional talent, we must offer competitive compensation. We are pleased that we were able this year to address inequities in faculty and staff salaries."

Potter said that he and other administrators anticipate that further steps

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North Georgia center awards \$60,000 to area Appalachian schools

High schools from around the northeast Georgia region will be able to build new programs and expand activities designed to guide students through high school and pursue college, thanks to an allocation of \$60,000 from the Georgia Appalachian Center for Higher Education at NGCSU.

The GACHE Advisory Board awarded grant money to seven high schools in late April, including Lumpkin County High School. The grant programs will be implemented in August.

"The goal of these activities is to decrease the high school

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Brooke McGill, from the Area Health Education Center in Gainesville, visited campus in April as a GACHE speaker and presented information for Lumpkin County high school students to consider in pursuing health-related careers.



Campus in Action

Dr. Michael S. Bodri, School of Natural & Health Sciences, had two chapters published by Blackwell Publishing this spring in the book, "Invertebrate Medicine." He was the author of chapter 4 on Turbellarians and chapter 15 on Nematodes.

Dr. George Izzo, business administration, was a researcher in a Regional University Research Group study to conduct a user satisfaction survey for the Education and Technology Division of Georgia Public Broadcasting. The project involved identification of constituents and measurement of user satisfaction using a variety of data collection methods. The study was funded by Georgia Public Broadcasting. The final report will be presented to GPB on June 27.

Dr. You Ju Lee, fine arts, has been selected to perform her piano recitals July 1-2 and July 4-5 in Ragusa Ibla,

Italy, at the IBLA Grand Prize competition, an annual music event sponsored by the IBLA Foundation in New York City. The music competition is structured as a sequence of concerts and recitals, and winners will be announced on July 9.

Dr. Timothy May, history, was an invited speaker at Emory University on April 10 as part of Emory's East Asian Studies Program lecture series celebrating 800 years of a Mongolian state. His lecture, "The Rise and Fall of the Mongol Empire," discussed the beginning of a Mongolian state with Chinggis Khan's rise to power in 1206 and the creation of the Mongol Empire.

Dr. Richard Oates, School of Education, participated in the presentation "College Connections: Teaching Ideas for University Classes" at the American Alliance for Health, Physical Education, Recreation and Dance National

Convention & Expo in Salt Lake City, Utah, April 29. "College Connections" is a Web-based project supported by the National Association for Kinesiology and Physical Education in Higher Education. Oates is part of the NAKPEHE task force named to develop the Web site and establish publication criteria and guidelines. He also serves on the e-publication's editorial board.

Dr. Richard M. Prior and **Dr. Mark C. Spraker**, physics, were awarded a research grant from the Office of Nuclear Physics of the U.S. Department of Energy to continue their work in nuclear physics. The award for next year will be \$90,000, and the total for the next three years is \$302,000. The grant, "Radiative Capture and Gamma-Induced Reactions at Low Energies," supports their research in collaboration with Triangle Universities Nuclear Laboratory at Duke University.

Promotions & Tenure

School of Arts & Letters

Dr. Tanya Bennett – Associate Professor, Tenure
Dr. Elizabeth Combiar – Associate Professor, Tenure
Dr. John Cruthirds – Professor, Tenure
Dr. Kristi Hislope – Associate Professor, Tenure
Michael Marling de Cuellar – Tenure
Dr. Vicki McCard – Professor
Dr. Gordon McNeer – Professor
Dr. B. J. Robinson – Professor

School of Business & Government

Dr. David Morris – Associate Professor
Dr. Peter Oppenheimer – Tenure
Dr. Bob Orwig – Tenure
Dr. Andy Schaffer – Associate Professor, Tenure
Dr. Beth Teal – Tenure

School of Education

Dr. Alice Sampson – Associate Professor, Tenure

School of Natural & Health Sciences

Elaine Hummel – Associate Professor
Dr. Mark Spraker – Professor
Nancy Stahl – Associate Professor

USG Strategic Capital Model proposed

The Office of Facilities for the USG has developed a strategic, data driven model for prioritizing capital outlay that will respond more effectively to USG and state needs.

The new model integrates the planning, financing and execution of all capital investment strategically in a true multi-year program. The model will allocate an expected General Obligation bond-funding stream among institutions and create a comprehensive capital program by integrating General Obligation bonds with all other sources of funding, including PPV and GHEFA financing methods.

With increased General Obligation-bond predictability, the System and its institutions will have an enhanced ability to predict and plan General Obligation-bond investments, along with more flexibility to plan, budget, and develop projects at the right size, the right price and the right time.

At the August Board of Regents meeting, Facilities personnel will present the University System's FY08 capital budget to the Board of Regents.

*From the Board of Regents
 Full article online at www.ngcsu.edu/digest*

Employee compensation *(Continued from page 1)*

will need to be taken “when the resources are available to ensure that North Georgia can remain a place of excellence.”

“Recognizing the importance of this project,” said Vice President for Business & Finance Mac McConnell, “we hired Mercer Human Resource Consulting, a well-known and reputable human resource consulting firm that has a great deal of experience in designing and implementing pay programs within higher education.”

Over recent months, Mercer has reviewed job titles at NGCSU, gathered and analyzed external compensation information, and developed recommendations. That information has led to improvements in the university’s compensation program.

Thanks to the endeavor, McConnell said, “North Georgia will have a competitive compensation program that supports our efforts to attract and retain high quality employees and will serve as a foundation for other programs, such as recruitment and selection, performance management, and reward and recognition initiatives.”

“In all, every position with benefits was studied – nearly 500,” said Thomas George, director of Human Resources.

“The point of the study was to make our jobs competitive,” he said. “I strongly believe we have achieved that and set the framework for building on a solid foundation for our university’s future goals.”

A key element in the assessment has been to determine the appropriateness of administrative and staff job titles.

“With the help of our managers across campus, we have developed updated job descriptions with templates and guidelines that provide us with a uniform set of job descriptions for the very first time,” McConnell said.

The vice president added that the Competitive Compensation Initiative is positioning the university as a highly competitive educational employer in the northern area of Georgia. 🏠

Appalachian schools *(Continued from page 1)*

drop-out rate and increase the college-going rate of high school students in Georgia’s Appalachian region,” said Shirley Davis, director of the Georgia Appalachian Center for Higher Education. “Increasing the college-going rate will ultimately improve the quality of lives and the economic levels of our Appalachian citizens.”

The Appalachian center and the School of Education at North Georgia will showcase the participating high schools and their activities on Oct. 19 at NGCSU. The daylong event will include sharing best practices and lessons learned from research regarding what has worked in each high school to mitigate high dropout rates and encourage students to apply to college.

The Georgia Appalachian Center for Higher Education, funded through the Appalachian Regional Commission, may be contacted at 864-1995 or by e-mail at gache@ngcsu.edu. Visit online at www.ngcsu.edu/resource/ASC/gache.htm 🏠

Chancellor *(Continued from page 1)*

perspective on issues related to sustaining and improving the quality of the Georgia higher education system.

“We are amazingly relevant,” he told the audience.

“We impact everyone’s life in the state, whether it’s through the education of your children, whether it’s through providing technology for businesses, whether it’s providing public policy guidance to government, we impact everyone’s life and we should understand how to put that in front of people in a manner that suggests ‘this is a wonderful thing you’re doing and I’m willing to pay more for that.’”

The chancellor explained: “My job is essentially to make you better, to enable you, to empower you, to get you the resources that you need, but as I suggested, you play a role in that. As a state public institution we have to always demonstrate our value to the taxpayers of the state and I think again that we will do that.” 🏠

the
Digest

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Scholarship endowed in memory of NGC pioneer

Virgil Wayne McIntyre (1950-2003) ushered North Georgia College into the era of electronic computing in the late 1970s. The 20-year career employee, 1976-96, was the director of Computer Services, the precursor to the office of Information & Instructional Technology, and pioneered new computing solutions for operations that were handled manually in the business and registrar's offices.

"Faculty also had nothing in the way of computers," said Gary Steffey, a friend of McIntyre's and the former registrar and director of admissions. "When Virgil was at NGC, faculty members were getting computers on their desks for the first time."

Civitan Club members, who are closing the local chapter, chose to honor McIntyre's memory and service to the university by establishing a scholarship in his name. The club members wanted to do something worthwhile with the more than

\$13,000 they had for a final service project and which related to the nationwide public service organization's focus on helping those with developmental disabilities.

The Virgil McIntyre Scholarship, managed through the NGCSU Foundation, will be awarded to North Georgia students majoring in special education who demonstrate a financial need and scholarly aptitude.

Steffey emphasized what a watershed event getting computers on campus was and McIntyre's efforts to maximize the impact of the technology.

"As many schools did, we'd go through the registration process with punch cards,

which was cumbersome," said Steffey. "We'd move down to the gym sometimes to get everything done."

"Virgil implemented electronic admissions and records procedures. He set up the computers to register the students in the registrar's office and then set up computer labs for students to eventually register themselves."

Steffey said that McIntyre's collaboration with the business office was equally instrumental in making business work processes more efficient.

For more information about the scholarship, contact the Foundation at 867-2873. 



L to R: Jimmy Berrong, former comptroller; Dr. Clayton Grant; Dr. David Potter; Willie Gordon; Gary Steffey, former registrar and director of admissions; Bonnie Morris; members of Virgil McIntyre's family – widow Margie McIntyre, son-in-law Ryan Suggs, father Neal Waldo McIntyre, daughter Sonya Suggs, grandson Martin Suggs and stepmother Bobbie Jean McIntyre; and Bruce Howerton.



CHOW DOWN:

(L to R) Jimmy Berry, Roger Roy, Sherry Parker, Andrew Roy and Bernard Larkin enjoy the Alumni Association's annual cookout.

MASTER CHEF:

Mark Howarth, director of alumni affairs, demonstrates his culinary skills on the monster-grill where he cooked shrimp and steak for the party at Pine Valley. More than 75 faculty and staff attended the cookout, hosted by the Alumni Association to show appreciation for the support that the state employees provided throughout the year for alumni events.



NGCSU's Spelling Bee Smackdown

Students and faculty from all academic disciplines will compete in a universitywide Spelling Bee on June 19 at 12 p.m. in the Newton Oakes Center, room 019. To raise awareness about literacy issues in Lumpkin County, teams will represent the business and government, natural and health sciences, arts and letters, and education schools as well as the military and the library. They will raise money to enter the September Lumpkin County Spelling Bee. BEE there on the 19th or BEE square. For more information, call 864-1543.