

SECTION 3, COMPREHENSIVE STANDARD 3.9.3

The institution provides services supporting its mission with qualified personnel to ensure the quality and effectiveness of its student affairs programs.

JUDGMENT OF COMPLIANCE

Compliant

Partially Compliant

Noncompliant

RATIONALE FOR JUDGMENT OF COMPLIANCE

The North Georgia College & State University Division of Student Affairs serves an integral role in the educational mission of the University through programs, services and facilities that encourage and foster health and wellness; leadership and character development; social, intellectual and cultural development; and career and personal growth of students.

Under the leadership of the Vice President for Student Affairs [[1](#)], the division provides a comprehensive program of services including health services, counseling, residential and commuter services, student activities, recreation, career services, leadership development, and student discipline. One unique feature of NGCSU is the Corps of Cadets. The Commandant and his staff serve as a part of the Division of Student Affairs and provide an intensive leadership laboratory for the cadets.

The university provides qualified personnel who have the educational backgrounds and training to provide programs and services to serve the students of NGCSU. Ongoing professional development is also provided to assist professional and support staff in improving their skills and knowledge. Participation in professional organizations and conference attendance is encouraged. Annual performance evaluations are conducted with feedback provided by each staff member's immediate and second level supervisor to assure that each member of the division continues to provide quality service to the students of NGCSU.

Qualifications for professional staff members are outlined in the chart below. Additional information on staff qualifications and their position descriptions are available on the NGCSU web site [[2](#)]:

NAME	POSITION	ACADEMIC CREDENTIALS	OTHER QUALIFICATIONS
Sonja Chafin	Director of Student Health Services	R.N., M.S.A., M.S.N., and C.F.N.P.	25 years of experience in nursing.
Cathryn Copeland	Staff Nurse	L.P.N.	30 years of experience in nursing.
Mindy Bruce Henderson	Director of Recreational Sports	M.Ed. In Physical Education	4 years of experience
Beverly Kirschner	Director of Career Services	M.B.A.	15 years of experience in higher education
Susan Krall	Counselor/Alcohol and Drug Educator	M.Ed. In Counseling	4 years in higher education and 6 years in private practice.
Amanda Lammers	Assistant Director of Student Center & Student Activities	M.Ed. In Student Affairs	6 years of experience in higher education.
Dr. Mac Marcantel Martin	Director of Student Counseling	Ph.D. in Clinical Psychology	6 years in higher education and 4 years in private practice. Licensed Psychologist
Stacie Morgan	Coordinator of Student Leadership and Commuter Services	M.Ed. In Student Affairs	2 years of experience
Richard A. Neikirk Major, USA (Ret)	Assistant Commandant of Cadets	M.A. in Management	15 years of experience in higher education and 17 years as an officer in the United States Army
Deborah Padgett	Staff Nurse	L.P.N.	33 years experience as a nurse
James T. Palmer COL, USA (Ret)	Commandant of Cadets	M.A. in Business Administration/Management	9 years of experience in higher education and 26 years as an officer in the United States Army
Alyson Paul	Director of Residence Life	M.P.A.	9 years of experience
Dr. Charles Schroeder	Interim V.P. for Student Affairs	Doctorate of Education in College Student Personnel Administration	34 years of experience
Treva Sexton	Assistant Director of Residence Life	M.P.A.	8 years of experience
Wesley L. Thomas	Director of Student Center & Student Activities	M.A. in Student Personnel Services	28 years of experience
Brooke Turner	Assistant Director of Recreational Sports	M.S. in Sports Administration	1 year of experience
Aaron Eugene Westmoreland	University Physician	M.D.	36 years of experience as a physician; 21 years as university physician
Laura Whitaker-Lea	Associate Dean of Students	M.A. in College Student Personnel	21 years of experience

The Division of Student Affairs encourages professional growth and development of staff through participation in professional organizations, attendance at national and regional conferences, and participation in University System advisory groups. The Division also sponsors an annual training retreat where an off-campus facilitator is contracted to provide continuing education to the entire staff. Recent topics have included communication, goal setting, and assessment.

A new addition to ongoing professional development of the Division was the establishment of a book discussion group. Each member of the division reads and discusses books on student affairs related issues.

Each professional and support staff member of the division participates in an annual performance evaluation with their immediate supervisor, which includes feedback from their second-level supervisor. As a part of the review process, the supervisor and employee are required to complete a professional development plan that outlines workshops, conferences, and other training needed to address improvement in performance as well as employee aspirations. Tuition remission and staff development scholarships are available for members of the division.

Document Reference:

Number	DB Num	Document Title	Resource
1		Student Affairs Organizational Chart	http://www.ngcsu.edu/discover/Charts/VP SA_files/gif_1.htm
2		Student Affairs Staff Position Descriptions and Qualifications	http://www.ngcsu.edu/sacs/Reference_Room/documents/ngcsu_docs_5.htm#stu_aff