

finally came true and the Fredericksburg Area Campus opened its doors.

Now, it is nine years later, and yet another area campus will soon open its doors, this time in Culpeper. Located at the intersection of Routes 3 and 29, The Germanna Center for Advanced Technology sits right in the "Information Technology" corridor stretching from Northern Virginia to Charlottesville. And ironically enough, a fourth site is now being considered...in Stafford.

The new Culpeper campus boasts a large multi-use hall with auditorium seating for 700, catered banquet seating for 300, trade show space for 1,600, and, state-of-the-art technology classrooms. "There is nothing in the Orange-Culpeper region that offers all these types of things," says Turnage with obvious pride.

"Certainly there have been some challenges in doing that," says Turnage of managing two satellite campuses from a third central one. "But it actually works very well. The key to that is having good leadership at each location. My role here has certainly evolved. When I first came here in '86, I probably spent as much as 90 percent of my time dealing with internal management affairs. Now, I probably don't spend more than 20 percent of my time with internal management affairs." He has seen the President's role evolve into "raising money and developing relationships and creating a reputation and an image for the college that is very positive."

You've come a long way, baby. Francis Shirley Turnage was born in Snow Hill, North Carolina, the son of a tobacco farmer and a mother who "was very disappointed that I was not female. I was named for her brother Francis and for her uncle Shirley. When I grew up I was called Shirley." Frank rolls his eyes. "I was teased quite a bit and when I went to undergraduate school that's when I became Frank. I mean, can you imagine a Shirley pledging a fraternity?" If they had also found out that Shirley liked to fool with roses, the hazing would have been merciless.

Frank went to Duke, majored in English and accepted a job teaching children of military dependents at Camp Lejeune, for a salary of \$4,200 a year. His goal was to go overseas and teach, but an opportunity to teach public high school English in Charlotte presented itself, and he couldn't resist. It was there that he earned his masters and taught evenings at a local community college. One thing led to another and Frank Turnage landed a full-time job as a community college instructor.

At some point during this journey through academia, Frank Turnage had an epiphany of sorts. He had just completed a paper about a rather obscure English poet when he realized, "that although I was



Work may start on the new fitness complex as early as next year. Completion could happen in three years. Initial plans for the complex include three pools, a fitness room with stationary exercise equipment and free weights, a child care room, locker rooms, a massage therapy room, and a whirlpool. No state funds will be used. Money for this project is being raised by Germanna Community College Education Foundation Inc.

a good student and I made good grades, I learned that I was not really a scholar. And there is a difference. And I realized that my abilities were more in the applied sense of being able to work with people."

In 1967, Frank was lured away to Virginia to Blue Ridge Community College in the Shenandoah Valley where he filled various positions up to and including academic dean. He chipped away at his doctorate degree one class at a time at UVA, and in 1986 found himself as the head man at Germanna. And you know the rest of the story.

Actually the rest of the story is about to unfold. "Obviously I would like to have a little more personal time," says Turnage, adding that it will be nice to reacquaint himself with his wife of 44 years ("we've been two ships passing in the night"). And he'd like to see more of his two adult sons, daughters-in-law and five grandchildren. He is also looking forward to tending his beloved roses.

"I've been piddling with roses since I was about 12," says Turnage of his lifelong hobby. Will we someday read of a new species... the Turnage Rose? "I don't think so," he says modestly adding that his focus is no longer on rose propagation, but on growing established successful varieties. "One of my main objectives is to raise roses for cutting, to have fresh roses in the house all season and to give roses away as cut flowers." His secretary will be sad to see

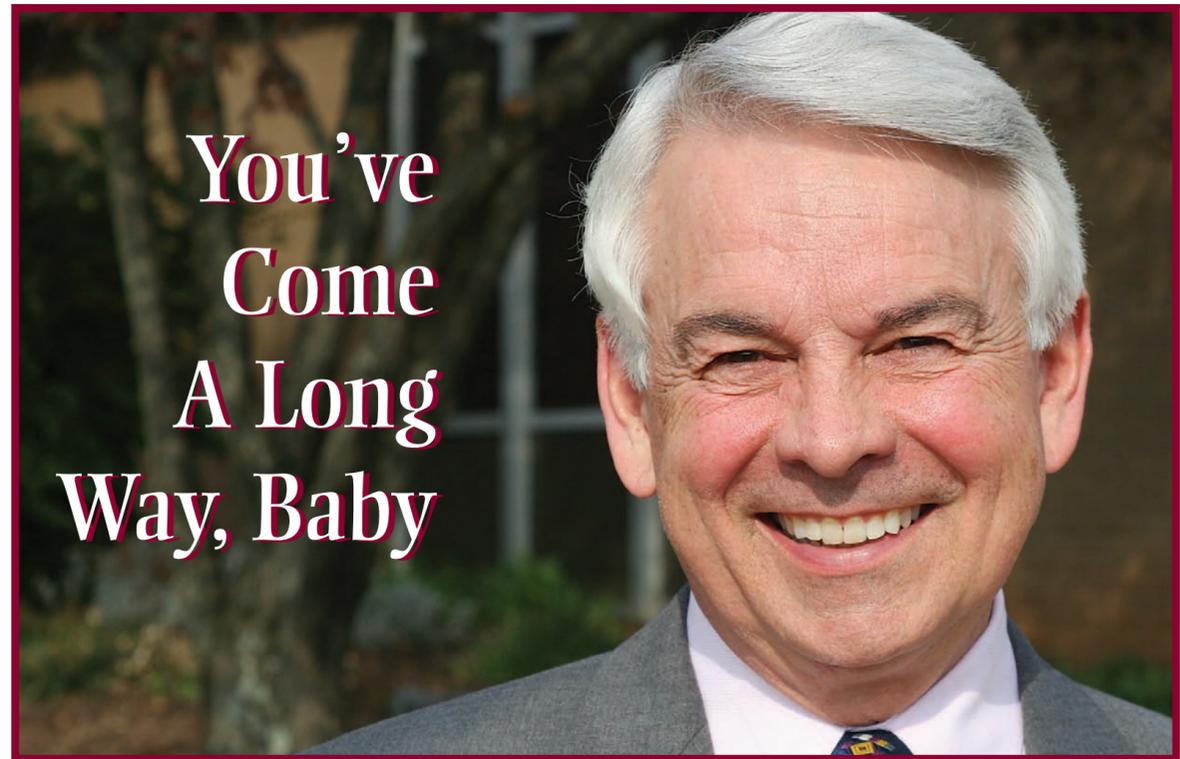
him go.

And so, in the architectural drawings of the "vision" for the new Germanna at the old campus, tucked away in the center of the "U" that's formed by the existing buildings is... a rose garden. Perhaps Dr. Turnage will take care of it as he watches his legacy unfold, where the overlooked original campus, the one that used to be out in the middle of nowhere, will have its day in the sun, with a fitness center and a pool and a canteen and playing fields, and gathering spaces, and a grass amphitheatre.

"The bricks and mortar are exciting because the bricks and mortar do make a real splash. And the bricks and mortar are something you can see and touch. But the bricks and mortar are not as important as the educational process itself," concludes Turnage. "You can have a good educational process out on the lawn or in a tent or in a trailer. The building may enhance the quality of the educational process; the building may provide resources, but in the end the quality, the real quality education is going to happen between teachers and students. It's that interaction."

Turnage has already been offered two jobs once he retires. He's not sure he'll take either. He just might become a substitute teacher at a local high school. "Teaching is my favorite thing to do," he smiles. Maybe, come January, he'll have a chance to do just that.

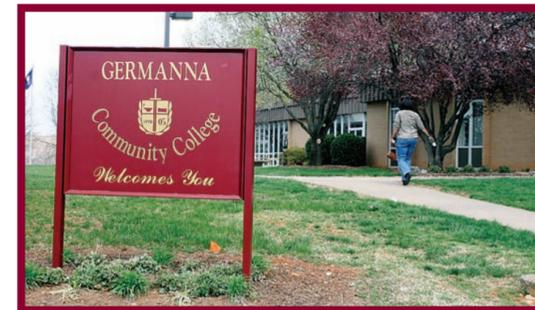
You've Come A Long Way, Baby



Effective January 1, 2007, Dr. Frank Turnage will step down as President of Germanna Community College after 20 years service. He looks forward to seeing more of his family and tending his 35+ rose bushes at his home in Spotsylvania.

Photo by Phil Audibert

Dr. Frank Turnage has a vision. He hauls out architects' drawings of what Germanna Community College could look like in the future. "This is just a concept," he cautions. "Everything, however, begins with a vision, and this is the vision." He stands back with a flourish. The drawings show a space-age campus that has quadrupled in size. Beyond the existing "U"-shaped one-story building extend all manner of



Germanna Community College has expanded from 2,000 students in 1986 when Doctor Frank Turnage took over as President to 11,000 students today.

Photo by Phil Audibert

improvements: a cultural hall, conference space, a new student center, future academic and health technology buildings, a child care center, a new entrance off of Route 3, all of it interspersed with gathering spaces, sculptures, landscaping and yes, a rose garden. On the other side of the new entrance, taking up fully one-third of the space is a fitness complex, complete with indoor pool, workout gym, canteen, playing

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fields, sports courts. It boggles the mind.

"We would like to see the pool and fitness center within the next three years," says Turnage softly. "We would like to start construction next year but we need money. Money is the big issue." Don't even ask how much this may cost. And, in fact, Turnage points out that no state money will be used. The fitness center will be built with donated funds. He turns back to the drawings. "This part of the process has nothing to do with money. This part of the process has to do with setting a vision with the college. And once that's done, then the other will eventually come."

He points to a sketch of the Fitness Center entrance. "We need somebody's name across the front." Well here's a suggestion: How about the Doctor Francis Shirley Turnage Fitness Center? Turnage scoffs as the idea, saying as he points to himself, "This guy right here doesn't have the money."

Still, the guy who does come up with the money might well consider putting Turnage's name up here, not just because it's his vision, but because after 20 years of tireless service to Germanna, President Turnage is retiring. He steps down next January from a post he has held far longer than any other President in the community college's 36-year history. During his tenure, he has watched the student population swell from 2,000 to 11,000. He has instigated and presided over many a change, expansion and improvement to accommodate that growth. Germanna has come a long way, baby.

It was back in the late 1960s that a committee recommended that one community college be built to serve two regions: Culpeper and

Fredericksburg. The result was Germanna Community College. Situated on a 100-acre tract on a wooded hillside overlooking the Rapidan River at Route 3, Germanna sat exactly half way between the two population centers. "That was a very complicated decision," says Turnage about the remote locale. "Think about how large this region is. We have seven counties and the city of Fredericksburg."

But two of those counties turned out to be among the fastest growing in the nation. It did not take long for the population boom to apply pressure to this relatively small facility to keep pace with the growth. In 1988, two years after Turnage had taken office, work began on finding a Fredericksburg area campus site. It was a tough decision because it involved "a very keen competition between Stafford and Spotsylvania about the location of that campus." Turnage asked for and got representation from each of the governing bodies involved in the decision "to work on a site selection committee for the college. This high-powered committee voted 5-3 to locate the satellite campus on a donated site on Rt. 17 just south of Fredericksburg...in Spotsylvania County.

By now it was 1990. Turnage scheduled a site dedication ceremony. A few days prior, then Governor Doug Wilder announced a statewide building freeze. Asked if the site dedication would be cancelled, Turnage turned indignant. "Cancel the event? Never!" he exclaims, adding as an aside, "Here again it goes back to vision." At the dedication ceremony he remembers saying, "There is one thing that I am willing to guarantee to you and that is there WILL BE a campus of Germanna on this site." In 1997, that promise

"We are definitely a leader"

"They can have the breathing, they can have the pulse, they can have everything," says Frank Turnage's Secretary Judy Napier. "It moves. It responds. It's like working on a real person, and they can just program whatever ailments they want it to have. It even has a voice." She peers at a realistic-looking manikin lying in a hospital bed, half expecting it to sit up and burp.

"You should see how we do virtual IV's," chimes in Germanna's Nursing Program Director, Jane Ingalls. She and Judy are conducting a tour of the Community College's nursing school. They introduce Sim-Man and Sim-Baby. Costing \$35,000 apiece, these anatomically correct virtual patients are one of the many reasons that nursing is Germanna's crown jewel. "Simulation has changed the way we go about nursing education," explains Germanna's soon-to-retire President, Dr. Frank Turnage. Of the 23 community colleges in the state, "Germanna's program is the premier one. We are definitely a leader."

Not long ago, Turnage served on a statewide committee looking into the shortage of trained and certified nurses in Virginia. That committee found that by the year 2020, we will need 26,000 new registered nurses. "That, of course, all comes with the expansion of health care facilities, the aging boomer population and the care that they are going to need," observes Turnage who has seen enrollment in the Nursing program at Germanna double.

Nursing programs are expensive. It costs \$25,000 to train a nurse in a two-year program, partly because of small ratios between nursing students and instructors. Grants from Medicare and the Culpeper Regional Hospital help cover the costs. The \$68.60 per credit hour tuition rate can barely make a dent.

No one is more aware of this than the fiercely proud Program Director, Jane Ingalls. "We're pushing the RNs because hospitals today are really pushing for RNs," says Jane, adding that Germanna will enroll 200 nursing students this fall, half in their first year, half in their second. She points to two nursing students staying late in a lab, peering into microscopes as they study the microbiology of the digestive system. It turns out they are licensed practical nurses who have seen the light and are now joining the RN program. "They're going to be the kind of nurses you WANT taking care of you," says Jane passionately.

Next to them, staring intently at a medical diagram, is Lisanka Villarreal. In careful but good English she explains she came to Virginia from her home in Peru to find work. Now, she's studying nursing at Germanna Community College.



Above, nursing students, Wanda Ewell and Sherry Chittum study the microbiology of the digestive system. Already LPN's, both candidates are making the leap to become RN's through Germanna's Nursing program. At right, Sim-Man, a \$35,000 computer-controlled virtual patient that can exhibit symptoms and respond to treatment lies in a hospital bed at Germanna Community College.

Photos by Phil Audibert



Later as we walk down a hallway, a sign on a classroom door says it all: "Spanish in the Neighborhood." The Summer/Fall Class Schedule describes the course. "Would you like to communicate with your Spanish speaking neighbors? This class encourages interaction and exchange by providing basic communications skills..." Another course is entitled "Spanish for the Construction Industry." In fact looking at the Class Schedule is like looking at a social and economic barometer of our area. There are no classes here in 18th century French poetry. There are 66 class offerings in the English Department alone, including two entitled "English as a Second Language." Doctor Frank Turnage says "I've had a unique opportunity here because this is a COMMUNITY college, and we really focus on how we serve the community."

A community college is a good deal. Tuition is cheap, but it only covers 30 percent of operating costs; the state pays the rest. Besides the "flagship" nursing program, the next most popular course offerings center on "Information Technology," computers and the like. Also Business Administration is popular as well as "Protective Services," such as law enforcement and related topics. One of the most popular classes is Motorcycle Riding; it's booked up months in advance.

Ask him who is the typical community college student and Turnage will respond after some thought, "We have had students from 18 to 80, but a majority of the students we have right now, which has changed, are between 18 and 24." Forty percent of students come to Germanna with the intention of finishing up at a four-year insti-

tuition. And Germanna has admissions agreements with numerous respected four-year institutions that guarantee a junior-year slot for any student with a 3.0 average or better. "This is a good deal for several reasons," points out Turnage. "There are some students who may not make the initial cut there but they may have the potential, and if they come here and demonstrate that, then they're going to have a slot there."

There's another practical reason this is such a good deal. "They are also going to save a considerable amount of money if they come to Germanna for the first two years," and that makes Deep Pockets (the parents) particularly happy.

The curriculum at Germanna is divided between college credit courses and workforce/community education. Turnage's favorite community college students are the ones coming in for a career change. "These people are really highly motivated." He tells a story of a former airline mechanic who will graduate from the nursing program next month. His wife was involved in a horrific accident...almost didn't make it, and is, to this day, severely disabled. He observed the care his wife received "and from that he learned he wanted to be a nurse."

And then there's the story of the Reynolds of Orange putting pressure to bear on Frank Turnage. Some background is in order. The automotive program at Germanna had fizzled due to lack of enrollment. But there was an automotive program going on at Piedmont Tech in Culpeper County. "Automotive technology today, people have to be able to read, do math, type and they have to know how to problem solve," says Turnage. Tom and Kevin Reynolds "zeroed in on me" to take over the program. "I honestly was not eager to do it because I saw problems written all over it." Turnage smiles good-naturedly and shakes his head. "You would not believe the pressure they put on me."

He credits Instructor Brent Wilson with much of the success of the now expanded program, still being taught in the old Piedmont Tech building on Route 15. The program recently met industry standards and will be expanded this fall. Graduates will be "Certified Technicians" now. "We're having more success with that than I would have predicted five years ago."

Ask this man who is retiring next January after 20 years as Germanna's President, what is his proudest accomplishment, he will simply say, "I'm just proudest of the college as a whole, the students and the faculty and the staff. We have a lot of really outstanding faculty and staff here, and we are here for the students."



Germanna's President, Dr. Frank Turnage looks over an architectural drawing of his "vision" for the future of the Locust Grove campus.

Photo by Phil Audibert