Greenville
TECHNICAL COLLEGE

Transition Committee
Meeting Minutes

February 4, 2026, at 4:00 p.m.
Via Zoom

Members Present	Members Absent	Staff Present
Jo Hackl, Chair		Larry Miller
Ray Lattimore		
Dave Stafford		

Welcome
Chair Jo Hackl called the Transition Committee meeting to order at 4:02 p.m. and welcomed committee members and staff. Notice of the meeting was given in accordance with FOIA, and the press was invited to attend, though no members of the press were present.

Approval of September 4, 2025, Minutes
Motion to approve by Mr. Dave Stafford, seconded by Mr. Ray Lattimore, and carried unanimously.

Approval of September 12, 2025, Minutes
Motion to approve by Mr. Ray Lattimore, seconded by Mr. Dave Stafford, and carried unanimously.

Talent Search Updates
President Miller provided updates on the four executive position searches. The two new executive positions are Chief Economic Development Officer and Chief Operations Officer. Both positions were filled through internal searches, with two qualified candidates for each role. Search committee interviews were conducted earlier in the week, with significant differences between first and second choices in both cases. Background checks were in progress, and announcements were expected by the end of the week. Two positions requiring national searches were posted: Executive Director of the Foundation and Chief Financial Officer. The college contracted with a consultant to support the CFO transition. The search for the Foundation Executive Director will involve the Foundation Board's executive committee and college-wide forums. The Area Commission executive committee members will be invited to participate in the evaluation of the finalists.

Documents to Communicate with Internal and External Stakeholders
President Miller presented four draft documents for communicating with internal and external stakeholders, developed with Executive Coach Ted Grant.

The first draft document presented by President Miller was the Organizational Structure, which places students and community first, followed by faculty/staff, the management council, the leadership team, the executive cabinet, the CEO, and the board. The framework defines execution responsibilities (focus, leverage, engagement, accountability) and leadership responsibilities (strategic direction, resources, removing barriers, celebrating wins).

The second draft document presented by President Miller was the Empowerment Box. This framework defines boundaries for team decision-making, with criteria including stakeholder engagement, strategic alignment, data-informed decisions, and institutional impact. Decisions inside the box can be made quickly by teams; those outside require expanded governance and formal approval.

The third draft document presented by President Miller was the Institutional Priorities (11 Items) in countdown format.

- 10 student success behaviors for all students
- 90% persistence (fall-to-fall)
- 80% retention (year-over-year)
- 70% graduation rate
- 60% of graduates obtain a living wage ($47,000) or higher
- 5 career pathways
- 4DX framework to double graduation rate by 2032
- 3 years to complete a 2-year degree
- 2 offers in hand before leaving (transfer or employment)
- 1 work-based learning opportunity per student
- Zero lost credits

The fourth draft document presented by President Miller was the Ten Student Success Behaviors. The document provides a roadmap for students including: engaging with course material at least 3 times weekly, registering by deadlines, meeting with advisors each term, taking 24 credit hours annually, answering four key planning questions, maintaining 2.5+ GPA, consulting advisors before withdrawing, completing career-aligned college skills courses, submitting FAFSA on time, and participating in at least 3 student activities per term. A dashboard is being built to track student compliance by program.

McAllister Square Updates
President Miller provided two key updates regarding the McAllister Square redevelopment project. The first update is that the committee is working to define a clear legal entity to own and govern the redevelopment. The second update is about the ULI Final Report. Expected by early March, with President Miller developing a written action plan for Building and Grounds Committee consideration. Both documents will be included in the Area Commission meeting minutes.

NowCFO Updates
President Miller stated the college engaged a CFO consultant through the Foundation for the transition period. The controller, Elaine Cook, has completed initial onboarding, and all financial controls, payroll, and signature authorities are properly in place.

Cybersecurity and AI Building
President Miller withdrew the college's submission for approval of the Cybersecurity and AI building at the February meeting, of the Joint Board Review Committee. President Miller's recommendation is to construct a new building on the main campus, rather than renovate Building 103. This recommendation will be presented at the March JBRC meeting.

Adjourn
With no other business to discuss, Chair Hackl adjourned the meeting at 5:06 p.m.