



Transition Committee
Meeting Minutes
March 5, 2026, at 9:00 a.m.
Via Zoom

Members Present

Jo Hackl, Chair
Ray Lattimore
Dave Stafford

Members Absent

Staff Present

Larry Miller

Welcome

Chair Jo Hackl called the Transition Committee meeting to order at 9:03 a.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 February 4, 2026, Minutes

Motion to approve by Chair Hackl, seconded by Mr. Ray Lattimore, and carried unanimously.

Draft Proposal for 360-Degree Interview Questions and Interview Subjects

President Miller presented that the 360-degree feedback survey is designed to help him understand how well his early priorities and transformation agenda are being received and supported across the institution. The survey has four main purposes: first, to assess the degree of alignment and support for his priorities and transformation agenda; second, to surface insights, opportunities, or concerns that need attention; third, to inform his ongoing leadership development; and fourth, to ensure the college's direction is clearly understood, well-supported, and responsive to the community it serves.

The survey will be distributed to a broad range of stakeholders including the entire Area Commission, major donors in the past 2 years, the State Board representative, the Executive Cabinet, Foundation Board members, Faculty Senate officers, student club leaders, five economic development organization leaders, industry partners like BMW and Michelin, and political leaders from city council and state representatives. The survey will be administered through a SurveyMonkey-style format in the first round, followed by focus groups conducted by Ted Grant afterward.

The survey evaluates eight leadership domains, with questions designed to assess President Miller's performance in each. One specific domain examines whether he balances ambitious goals with practical execution, with the wording carefully chosen to focus on institutional ambition rather than personal ambition. The survey was developed collaboratively between Miller and his coach, Ted Grant, who built it specifically for this purpose rather than using a standard 360-degree assessment tool. The feedback gathered will help President Miller refine his leadership approach and ensure his transformation efforts are effectively meeting the needs of the college community.

Talent Search Update

President Miller provided comprehensive updates on the talent search. He has successfully filled most executive cabinet positions:

- Dr. Candice Lewis, Chief Academic Officer (CAO), is in place with Kelly Radecki supporting her.
- Dr. Kerwin Graham, Chief Student Services Officer (CSSO), is in place with Kendrick Young supporting him.
- Chuck Baker was promoted to Chief of Staff (COS). An internal candidate has been chosen for the new executive assistant role, with the goal of completing it within a week.
- George Abraham, Chief Information Officer (CIO), is in place with Suzanne Nugent supporting him.
- Julie Eddy was promoted to Chief Operating Officer (COO), with Dakota Bailey supporting her.
- Kelvin Byrd was promoted to Chief Economic Development Officer (CEDO), with Kristi Blehar supporting him.

The Chief Financial Officer (CFO) position is still in process. There are 10 qualified candidates. The first-round interviews went extremely well. President Miller will be conducting an informational interview with another candidate. NowCFO is doing an excellent job so far.

The Executive Director of the Foundation position is still in process. There are 4 qualified candidates, with two formal first-round interviews completed. There were 7 informational interviews conducted in one week alone, with continued referrals. Babette Jones, our Major Gifts Officer, has accepted responsibility as the interim Executive Director of the Foundation, with the approval of the Foundation Board Chair, Chad Cousins.

The General Counsel position is still in process, with 12 qualified candidates, and interviews will begin soon.

Sharon Colcolough is the interim Human Resource Director, who will remain in place for approximately 6 months until stability is achieved. She reports directly to Julie Eddy, COO, with a dotted line to President Miller, with daily communication.

Chuck Baker, COS, will lead the General Counsel and Public Information Officer functions.

Kelvin Byrd, CEDO, will be moving from the Student Success Center into the Administration Building (123) to facilitate daily collaboration on economic development.

President Miller stated that the Executive Cabinet meets weekly. The Management Council will meet bi-monthly, with the first meeting scheduled for Friday, March 6, 2026. The Management Council surveyed five or more students on the 10 Student Success Behaviors. They will report out what they found and actions we can take.

McAllister Square Update

President Miller provided an update on McAllister Square. McAllister Square is currently not in an economic opportunity zone but is adjacent to one in Nickeltown. The zones are redefined every 10 years, and this is the year for redefinition. Eric Bedingfield is working to

ensure an overlay for the property.

President Miller stated that efforts to attract corporate HQs are ongoing.

President Miller provided an update on the legal structure. Coleman Shouse is leading the work on legal structure, covenants, and restrictions. The proposed board structure comprises 5 to 7 board members. Details on voting structure and LLC ownership are still being developed.

President Miller provided an update on the future of Midtown. President Miller recommended involving an urban planner for the broader Midtown development vision. The planning would include addressing infrastructure needs, such as burying power lines, potential access points to the Swamp Rabbit, and potential downtown airport investments to support corporate HQ.

RFI for ERP/SIS Update

President Miller provided the request for information (RFI) for the Enterprise Resource Planning (ERP) and Student Information System (SIS) update. The RFI was launched by President Vicky Wood at Trident Tech, who invited Midlands Tech and Greenville Technical College to participate, which they did, and the process is complete.

President Miller stated that the next question is the Request for Proposal (RFP) strategy.

President Miller stated that Greenville Technical College is under contract with Ferrelli, a top IT consultant in higher education, to access our current on-prem instance of Colleague. They are evaluating three pathways:

1. Buy a new server (\$1-2 million) and migrate data on-site
2. Move to the cloud
3. Implement a hybrid cloud/on-site solution

The goal is to have recommendations within 5 to 6 weeks and then begin taking action.

Balanced Scorecard Update

President Miller provided an update on the balanced scorecard. President Miller met with Dr. Jonathan Gleason at PRISMA, and the discussion exceeded his initial expectations about a balanced scorecard.

Highlights from a Parent of a Prospective GTC Student

President Miller shared his personal experience as a parent of a high school senior applying to Greenville Technical College.

President Miller stated that the new FAFSA system is extremely efficient, and kudos to the Federal Government. Results show a \$1 million increase year-over-year and 7% growth in Pell awards, indicating better reach to lower-income, at-risk students.

Adjourn

With no other business to discuss, Chair Hackl adjourned the meeting at 10:04 a.m.