



Greenville Technical College Board

MINUTES

Wednesday, September 18, 2024

Barton Campus, Student Success Center 102, Community Room

Members Present

Paul Batson
Jo Hackl
Hunter Howard
Dean Jones
Ray Lattimore, Chair
Ray Martin
Dr. Burke Royster
Coleman Shouse
Kenneth Southerlin
David Stafford

Members Absent

Tom Britt
Keith Smith

Staff Present

Eric Bedingfield
Kelvin Byrd
Jacqui DiMaggio
Julie Eddy
Brett Gaffney
Susan Jones
Lisa Mangione
Dr. Keith Miller, President
Lauren Simer
Wendy Walden
Ann Wright

Guests

Keith Munson, Rimon Law
David Sudduth, GT Foundation Board Chair

Chair Lattimore called the meeting to order at 12:14 p.m. and welcomed board members, staff, and guests. Chair Lattimore announced that the press had been notified of the meeting under the Freedom of Information Act and welcomed Ms. Megan Fitzgerald of the Greenville Journal. Chair Lattimore acknowledged that the agenda was posted on the GTC website, and a quorum of board members was present.

With President Miller's announced retirement in July 2024, Chair Lattimore stated that the Association of Community College Trustees (ACCT) was selected to conduct the search for a new college president. The search committee will consist of seven members: GTC board members Chair Lattimore, Vice Chair Hackl, Mr. Batson, Mr. Jones, and Mr. Stafford; Dr. Marilyn Fore, president of Horry-Georgetown Technical College; and Mr. Garvin Barker, State Tech Board. Dr. Barbara Jones, executive search consultant for ACCT, will be in Greenville on Wednesday, October 9, 2024, for the open forums and the special called board meeting on October 10th. The agenda item for the meeting is to review and approve the Presidential Profile. The search for candidates will start once the Presidential Profile has

been approved. Advertising and marketing should be open for approximately 60 days. The Presidential Search Committee will review the confidential applications, interview semifinalist candidates, and identify the final list of candidates to be forwarded to the Area Commission for consideration.

Chair Lattimore thanked Ms. Eddy for an outstanding job coordinating the search committee and the ACCT efforts.

Approval of August 2024 Minutes

Ms. Hackl made a motion to approve the August 21, 2024, minutes. Mr. Howard seconded the motion. The motion carried.

Finance Report

Mr. Southerlin stressed the importance of reviewing the 2024 Annual Comprehensive Financial Report sent out before the meeting. Mr. Southerlin congratulated Ms. DiMaggio and the finance team on an excellent report.

Ms. DiMaggio presented the finance report as of August 31, 2024. The full report is attached.

Total revenues are 2% below the prior year and above the budget. The most significant areas are student revenues, up 70% because of fall enrollment increases; state funding, down approximately 13% because of a timing difference; and auxiliary services, which are approximately 10% below the prior year and close to the budgeted amounts.

Total expenses are 4% above the prior year and slightly above the budget. There were some increases in Operations and Maintenance of Plant because of the work done to move into the Prisma Health Center for Health & Life Sciences. Technology expenses are significantly below the budget and the prior year because of a timing difference in invoices from Anthology, the new ERP System. Remissions and exemptions are above the budget because of the timing of high school awards being added to student accounts and replaced by Lottery Tuition Assistance funds. Capital expenditures are on track because expenses were budgeted for furniture associated with the Prisma Health Center for Health & Life Sciences. The college was able to use much of the State funds for the equipment, but furniture was bought out of operating expenses.

The budget was based on best estimates in May until final numbers are received from State Tech, which should be known in October. Ms. DiMaggio will bring a revised budget to the committee for board approval in November.

Audit Committee

Mr. Howard stated that the Audit Committee met earlier with the external auditor, Mr. Brian Nicholson, with Mauldin & Jenkins, to discuss the 2024 audit findings.

Ms. DiMaggio provided a brief report with highlights. The report is attached. The college received a clean audit opinion.

Mr. Howard stated that Mr. Nicholson was most complimentary and commended the college for prudently operating.

After discussion, Mr. Howard, on behalf of the committee, made a motion to approve the 2024 Financial Statements as presented. The motion carried.

President's Report

President Miller proudly presented the Community Unsung Hero Award to Mr. Sudduth. Mr. Sudduth personifies the spirit of the Unsung Hero award through his dedicated, unselfish leadership and commitment to the Foundation's mission of expanding access to education for GTC's students. Mr. Sudduth and his wife established the Sudduth Family Endowed Scholarship so that students could have the same opportunities he had access to when he started at GTC after serving in the Navy before transferring to Clemson to complete his undergraduate degree and MBA. Mr. Sudduth's generosity is not limited to scholarship assistance. He supports both the Student Emergency Needs Initiative and the AAMSI program.

President Miller provided handouts of the first progress report from ACCT that will go to the board, the GTC employee community, and a list of community members. The report includes dates for the open forums where the employee body and community are invited to attend to provide input for the Presidential Profile. The ACCT search consultant will facilitate the sessions. A survey link can be completed in lieu of or in addition to attending a forum and goes directly to ACCT. The board has the ultimate and final approval of the Presidential Profile. This letter and future letters will be sent from Chair Lattimore. Ms. Eddy stated there will be a public website with all information about the presidential search, how to apply with ACCT, and the search consultant's contact information for any questions. It was reiterated that all inquiries be directed to the search consultant.

President Miller introduced Ms. Jones, who provided a Human Resources update. The full presentation is attached.

McAlister Study Committee

Mr. Shouse provided an update on McAlister Square.

South Carolina Association for Technical College Commissioners (SCATCC) Update

Mr. Shouse provided the SCATCC update.

- The SCATCC board met on September 3, 2024. SCATCC requested RFPs for a governmental affairs lobbyist. Applicants were presented at the board meeting on September 3, 2024, and a decision will be made at the next meeting.
- A large South Carolina contingent is attending the October ACCT Legislative Congress in Seattle. SCATCC will host a reception at the convention hotel on October 24, 2024.

Commission for Higher Education (CHE) Update

Mr. Batson provided a CHE update.

- Dr. Perez is meeting with all commissioners. Mr. Batson met with Dr. Perez on September 17, 2024, in Greenville for an update. Dr. Perez continues to do an excellent job in bolstering CHE as the new president and executive director. A House Legislative Oversight Report to be issued on September 20, 2024, will include some criticism of CHE. CHE has already addressed the issues involved and is working to correct them.
- CHE will have a two-day retreat in Columbia on October 16 and 17, 2024.
- Two of CHE's best commissioners, Dr. Bettie Rose Horne from Greenwood and Mr. Patrick White from York, have resigned.

Old and New Business

Chair Lattimore congratulated Ms. Walden and President Miller on an outstanding Convocation.

There being no other business, Mr. Howard made a motion to adjourn the GTC board meeting to convene the Enterprise Campus Authority Board meeting. Mr. Shouse seconded the motion.

The meeting adjourned at 1:20 p.m.

**GREENVILLE TECHNICAL COLLEGE
BUDGET ANALYSIS @ 8/31/2024**

| | OPERATING BUDGET | YEAR- TO-DATE BUDGET | CURRENT YEAR ACTUAL | VARIANCE AMOUNT** | PRIOR YEAR ACTUAL | ANNUAL GROWTH AMOUNT | ANNUAL GROWTH % |
|-------------------------------------|-----------------------------|-------------------------------------|------------------------------------|------------------------------|----------------------------------|-------------------------------------|--------------------------------|
| REVENUES | | | | | | | |
| <i>STUDENT</i> | \$57,529,150 | \$28,322,850 | \$29,225,363 | \$902,513 | \$27,252,138 | \$1,973,225 | 7% |
| <i>LOCAL GOVERNMENT</i> | 13,000,000 | 410,800 | 418,664 | 7,864 | 407,003 | 11,661 | 3% |
| <i>STATE BOARD</i> | 27,500,000 | 19,626,577 | 19,626,577 | 0 | 22,598,719 | (2,972,142) | (13%) |
| <i>AUXILIARY SERVICES</i> | 5,526,000 | 1,318,050 | 1,305,047 | (13,003) | 1,436,340 | (131,293) | (9%) |
| <i>OTHER</i> | 4,947,150 | 450,191 | 468,871 | 18,680 | 467,919 | 952 | 0% |
| TOTAL REVENUES | \$108,502,300 | \$50,128,468 | \$51,044,522 | \$916,054 | \$52,162,119 | (\$1,117,597) | (2%) |
| EXPENDITURES | | | | | | | |
| <i>INSTRUCTIONAL</i> | \$42,662,670 | \$6,117,827 | \$6,146,812 | \$28,985 | \$5,996,005 | \$150,807 | 3% |
| <i>ACADEMIC SUPPORT</i> | 8,812,709 | 1,455,860 | 1,436,681 | (19,179) | 1,311,056 | 125,625 | 10% |
| <i>STUDENT SUPPORT</i> | 7,437,698 | 1,053,178 | 1,117,028 | 63,850 | 1,042,816 | 74,212 | 7% |
| <i>OPERATIONS & MAINTENANCE</i> | 13,294,406 | 1,841,275 | 1,918,729 | 77,454 | 1,679,631 | 239,098 | 14% |
| <i>ADMINISTRATIVE & GENERAL</i> | 14,499,426 | 2,029,920 | 1,831,759 | (198,161) | 1,815,434 | 16,325 | 1% |
| <i>TECHNOLOGY</i> | 10,236,886 | 1,758,672 | 901,726 | (856,946) | 1,720,275 | (818,549) | (48%) |
| <i>REMISSIONS AND EXEMPTIONS</i> | 2,010,000 | 1,924,374 | 2,238,425 | 314,051 | 1,779,478 | 458,947 | 26% |
| <i>AUXILIARY SERVICES</i> | 5,165,905 | 541,387 | 508,324 | (33,063) | 570,480 | (62,156) | (11%) |
| <i>CAPITAL</i> | 1,875,100 | 560,228 | 596,329 | 36,101 | 113,735 | 482,594 | 424% |
| <i>DEBT SERVICE</i> | 2,530,000 | 0 | 0 | 0 | 0 | 0 | 0% |
| TOTAL EXPENDITURES | \$108,524,800 | \$17,282,720 | \$16,695,813 | (\$586,907) | \$16,028,910 | \$666,903 | 4% |

Year-to-date budget based on 5 year trend of percentages of total received, with exception of State Board which is based on payment schedule

**() = UNDER BUDGET

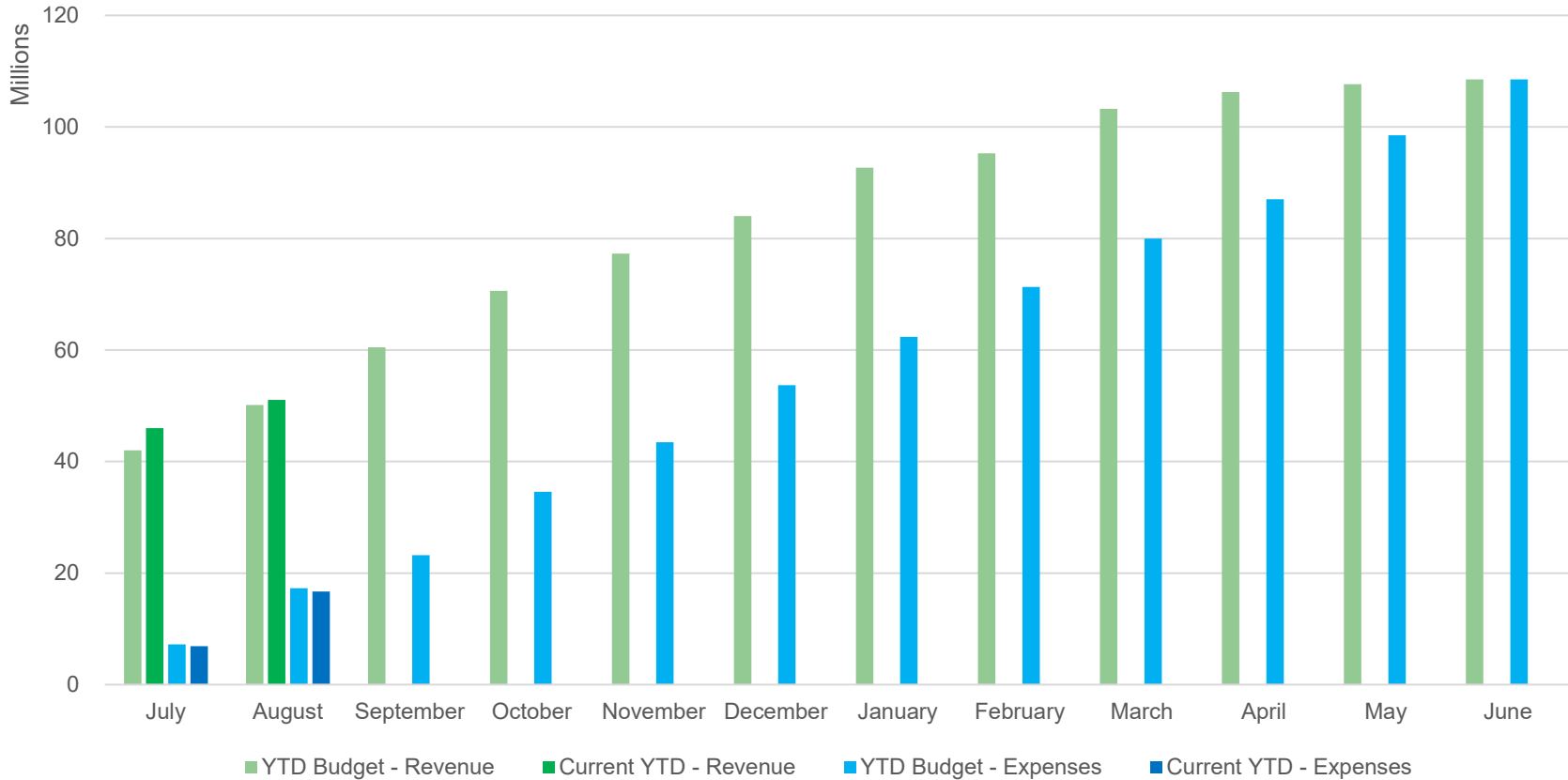
FINANCIAL UPDATE

AREA COMMISSION
September 18, 2024

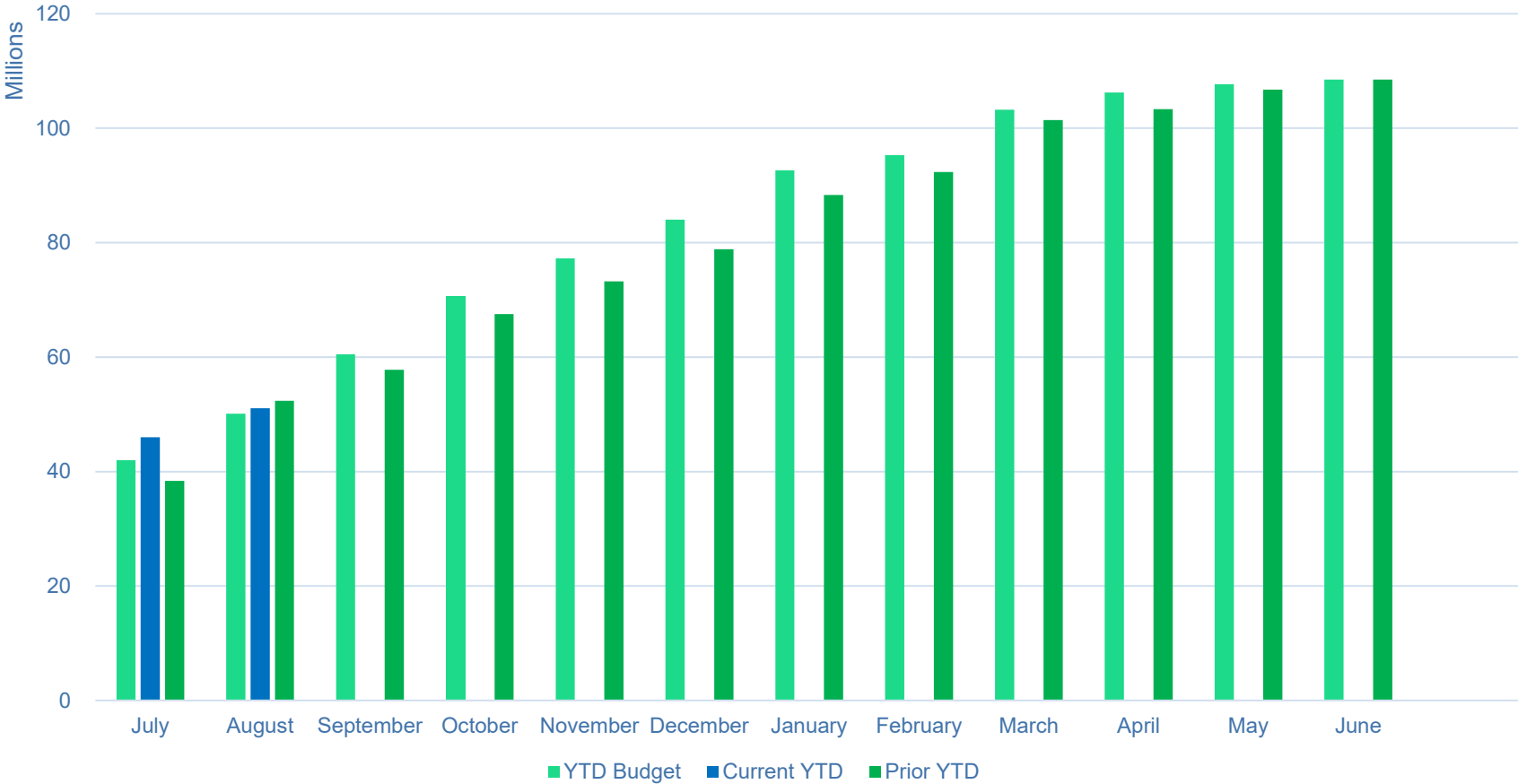
BUDGET ANALYSIS AUGUST YTD

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| Year-to-date budget based on 5 year trend of percentages of total received, with exception of State Board which is based on payment schedule | | | | | | | |
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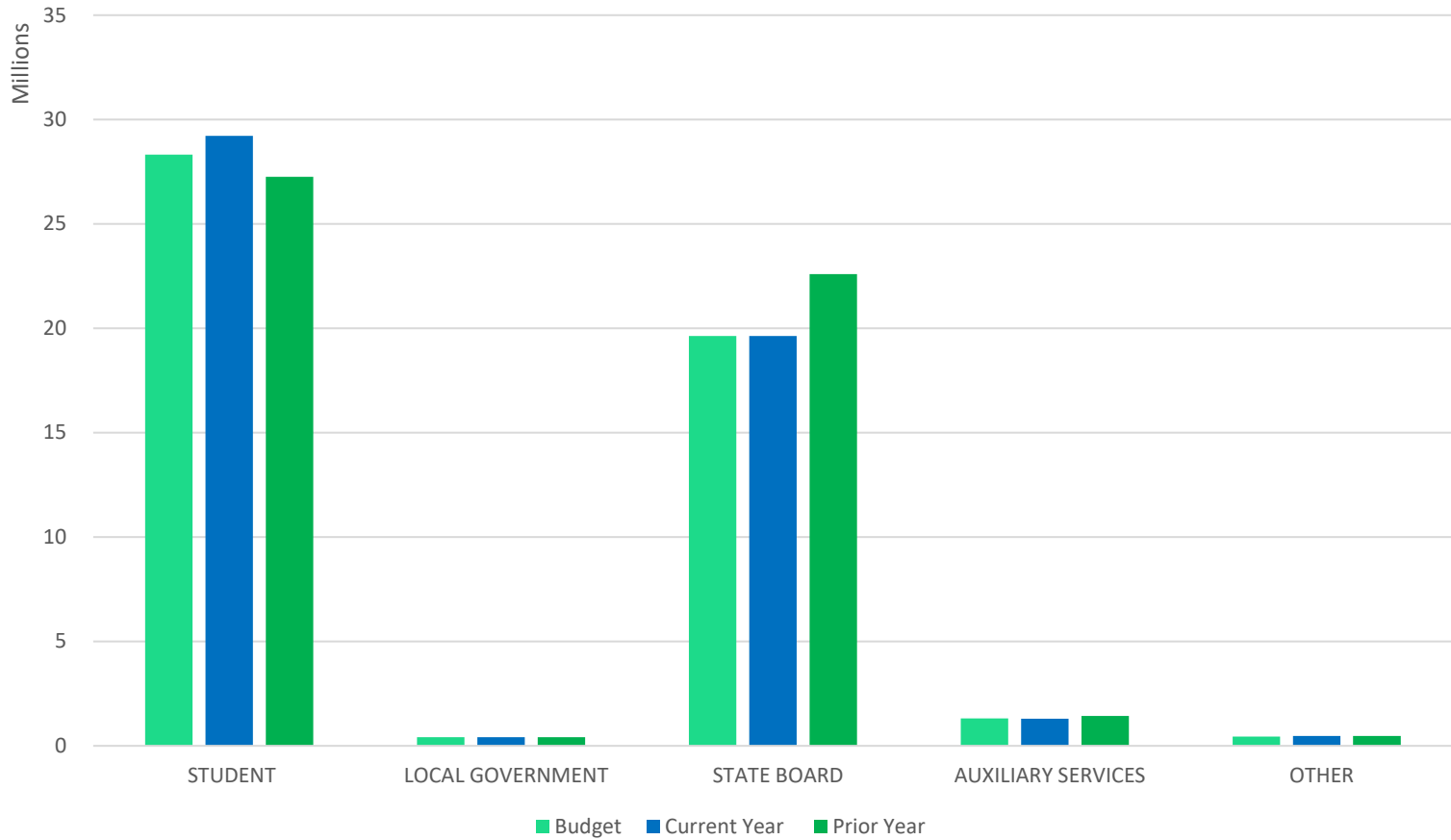
BUDGETED AND YTD REVENUES AND EXPENSES



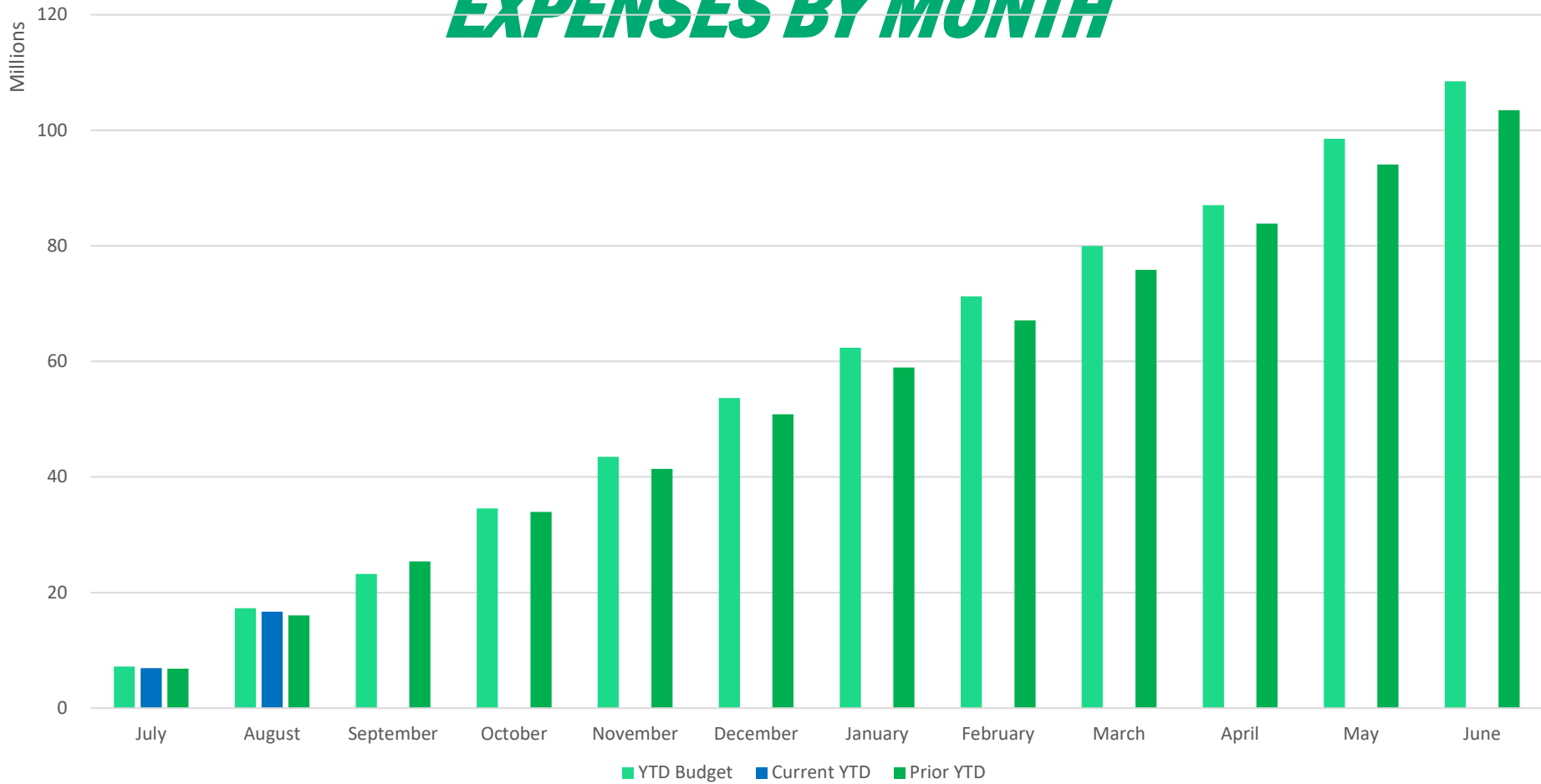
REVENUES BY MONTH



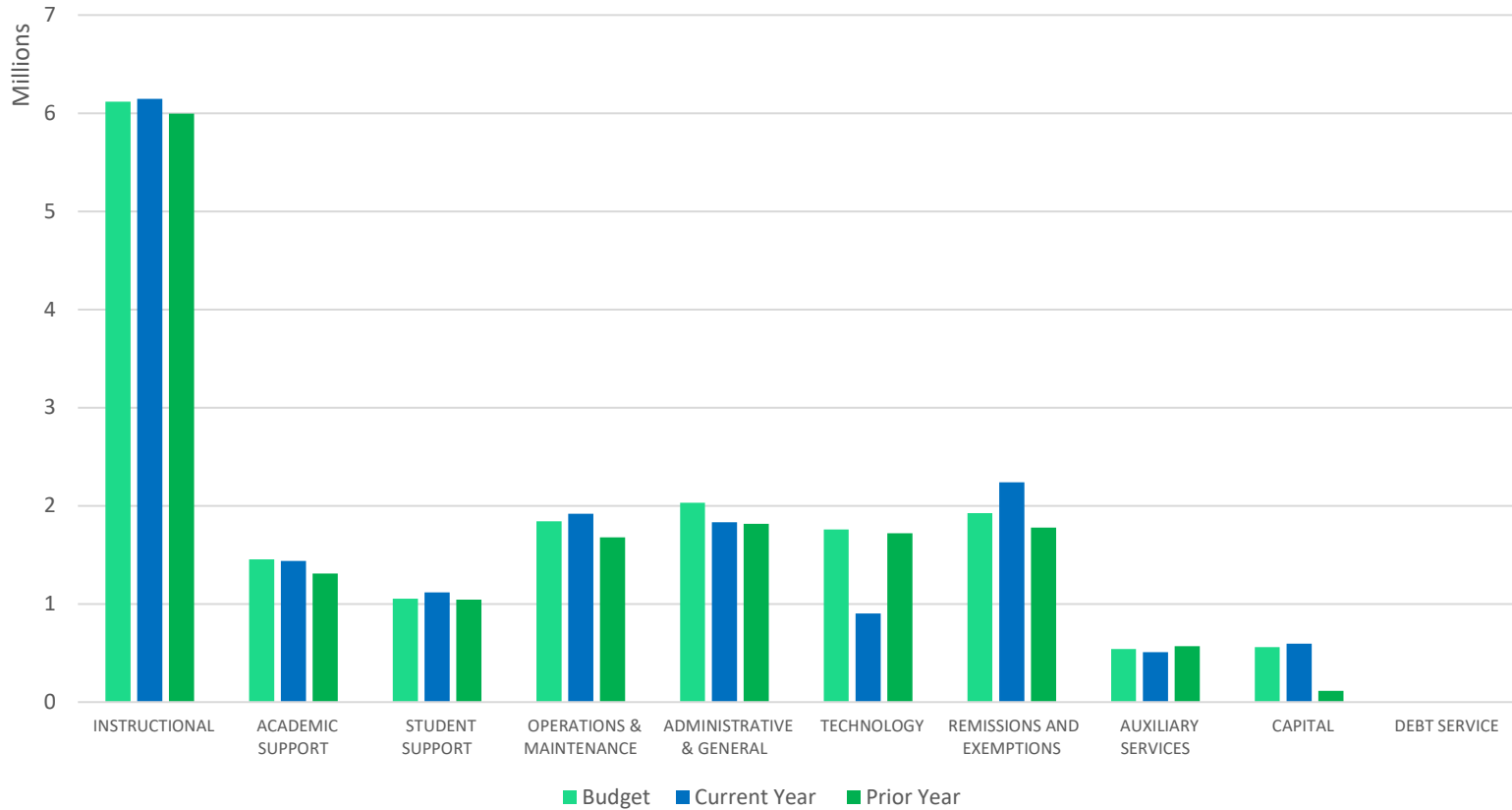
REVENUES BY TYPE AUGUST YTD



EXPENSES BY MONTH



EXPENSES BY TYPE AUGUST YTD



QUESTIONS?

THANK YOU!

2023-24 Financial Results

Clean audit opinion

Financial Statements - The financial statements of GTC are considered to present fairly, in all material respects

Federal Programs = ~\$31.4M with 2 Major Programs Programs (SFA & TRIO) = ~\$43.5M (90%) – GTC complied in all material respects.....

State Lottery Tuition Assistance - GTC complied in all material respects.....

GTC has prepared an Annual Comprehensive Financial Report for FY 2024

***Awarded Certificate of Achievement for Excellence in Financial Reporting* from the Government Finance Officers Association (GFOA) for the last 15 years**

June 30, 2024 Financial Statements including GASB

\$302 million = total assets

\$176 million = capital assets, net of A/D

\$287 million = total liabilities

\$15 million = net position (or equity)

\$128 million = revenues

\$120 million = expenses

\$8 million = increase in net position

June 30, 2024 Financial Statements excluding GASB

\$275 million = total assets

\$176 million = capital assets, net of A/D

\$ 95 million = total liabilities

\$169 million = net position (or equity)

\$128 million = revenues

\$126 million = expenses

\$ 2 million = increase in net position

QUESTIONS?

THANK YOU!

HUMAN RESOURCES UPDATE

Presented by Susan M. Jones, Vice President for Human Resources
Area Commission Meeting | September 2024

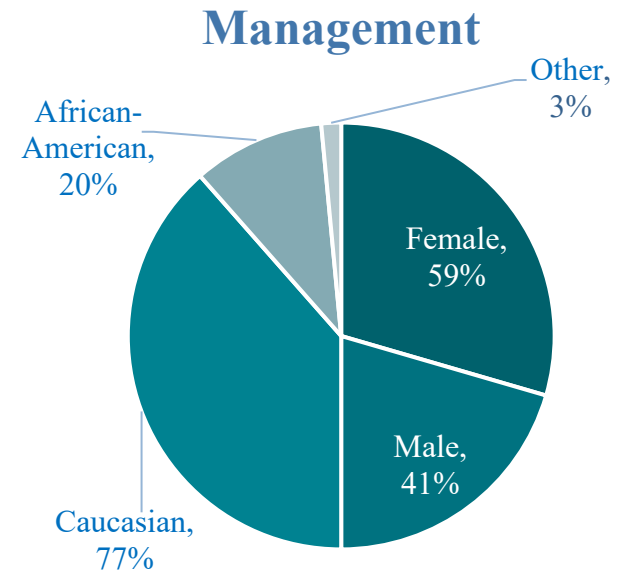
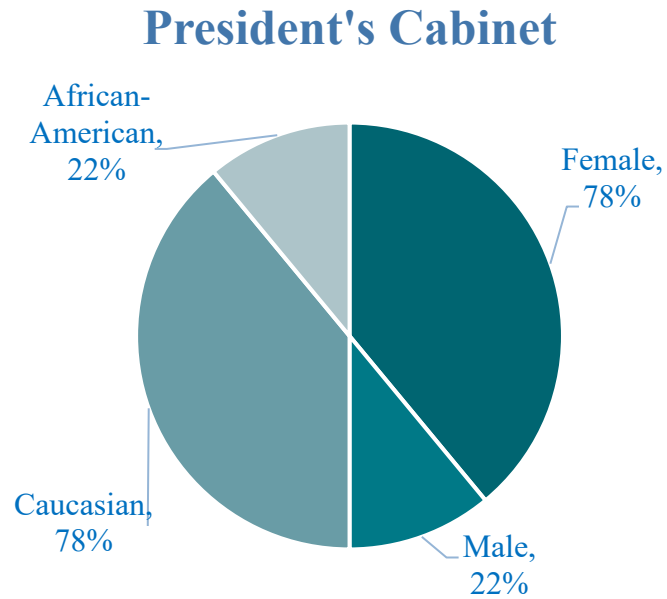
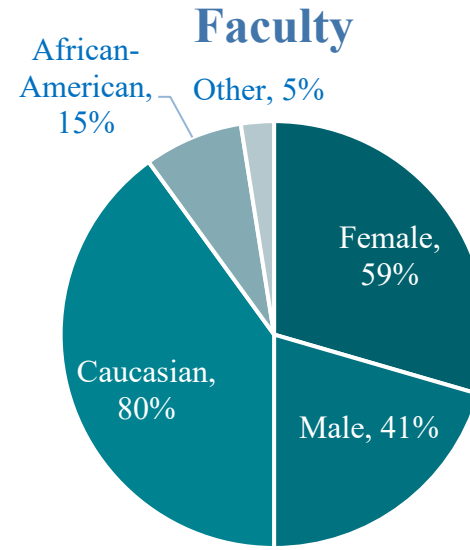
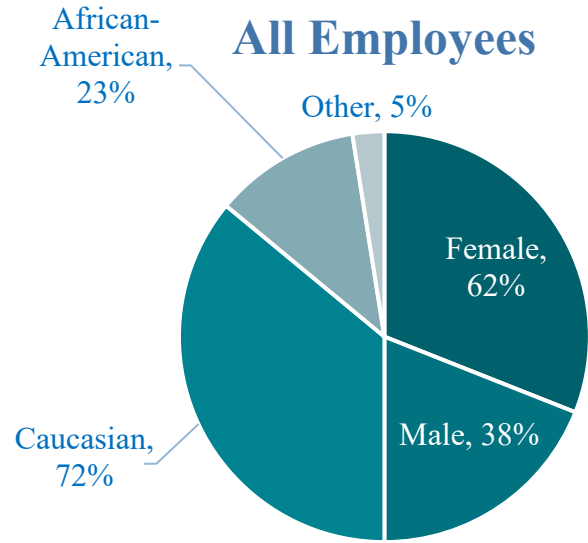


Employee Demographics

Racial/Gender Breakdown

- All Employees
- Faculty
- President's Cabinet
- Management





Employee Demographics



Affirmative
Action Goals

Percentage Level of Goal Attainment



Recruiting the Best Talent



Comprehensive Outreach: Diverse Range of Platforms

- Industry-specific job boards
- Social media
- Professional networks

Targeted Talent Acquisition

- Data-driven strategies to identify and engage individuals
- Skills, experience, and cultural fit
- Alignment with the college's mission and values

Inclusive Hiring Practices

- Prioritize diversity, equity, and inclusion throughout the recruitment process
- Ensure a welcoming environment for all potential employees

Legislative Activity



HEEAPA Council

Legislative Wins

- Created a separate, comprehensive human resources system.
- Received complete delegated authority for classification and compensation actions from the State Department of Human Resources (SDHR).
- Proviso Deleted: Agency Head Mandatory Furlough for RIFs
- Moving Temporary Employees
- Extra FTE Positions
- Partial FTE Positions
- Leave Benefits
- Eliminated Annual 3-Week Break-in-Service
- 130 Employees Positively Impacted

Legislative Proposals

Employee Appreciation Initiatives



Service Awards

Employee Appreciation Luncheon

Annual Employee Gift

Rewards and Recognition Program

Wellness Initiative

President's Awards

Unsung Hero Awards

4DX Awards

Succession Planning

External Leadership Opportunities

Tuition Reimbursement

Professional Development

Center for Professional Excellence



Workshops of the Week:

Searching for Professional Development opportunities and resources? Workshops of the Week (WoW) is designed to help.

WoW is an email we send your Supervisor or Admins every Wed. WoW will include a list of Webinars, Workshops, Articles, Events, etc.

Take advantage of the many great opportunities available!

If you would like to be included on the email list for the WoW to be sent to you directly or have any suggestions for us to include in the WoW email, contact:

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Greenville TECHNICAL COLLEGE
Center for Professional Excellence

The Center for Professional Excellence is dedicated to the professional growth and development of all Greenville Technical College employees.

VISIT OUR SITE HERE:

THE CENTER OF PROFESSIONAL EXCELLENCE
IS PROUD TO ANNOUNCE

TECH TALKS

OUR THOUGHTS. OUR STORIES. OUR PEOPLE.

TUESDAY, NOVEMBER 12TH, 2024

We invite you to join us for this TED Talks-style event to hear inspiring stories and encouraging words from members of our own GTC community.

11:10 am - 12:30 pm
Barton Campus
Student Success Center
Auditorium (Building 102)

VISIT OUR SITE HERE:

Training for All Employees

Leader-in-Residence Program

TECH Talks

SPEAK! Series

New Faculty Orientation

Questions?

