

**State Board for Technical and Comprehensive Education**

**Council of Technical College Presidents' Meeting Minutes**  
*Via Zoom*

11:00 A.M.

August 8, 2024

**PRESENT:**

Hope Rivers, Chair, PTC  
Forest Mahan, ATC  
Kevin Pollock, CCTC  
Willie L. Todd, Jr., DTC  
Keith Miller, GTC  
Marilyn Fore, HGTC  
Jermaine Ford, FDTC  
Greg Little, MTC  
Kyle Wagner, NETC  
Walt Tobin, OCTC  
Rich Gough, TCL  
Galen DeHay, TCTC  
Vicky Wood, TTC  
Patty Lee, WTC  
Stacey Moore, YTC

**STAFF PRESENT:**

Tim Hardee, System President  
Randy Johnson, Vice President of Finance  
Kandy Peacock, Vice President of Human Resources  
Warren Ganjehsani, Chief Legal Counsel  
Rosline Sumpter, Vice President of Academics, Student Affairs & Research  
Greg Little, Vice President of Strategic Partnerships & Innovation  
Kelly Steinhilper, Vice President of Communications  
Amanda Richardson, Vice President of Apprenticeship Carolina  
Mary Oakman, Vice President for Community Engagement and Accessibility  
Brad Neese, Vice President of ReadySC  
AJ Newton, Vice President of Governmental Affairs

**ABSENT:**

Khushru Tata

**ABSENT:**

Michael Mikota, SCC

**GUESTS:**

Ashley Jaillette, Executive Director, SC Association for Technical College Commissioners  
Billy Routh, SC Association for Technical College Commissioners  
Ethan Burroughs, Vice President of Finance, Spartanburg Community College  
Moses Brown, Associate Vice President Data Management and Reporting, IT- System Office

**CALL TO ORDER – PRESIDENTS' COUNCIL** – Hope Rivers, Chair

Chairperson Rivers called the Presidents' Council meeting to order and welcomed guests.

**CONSENT AGENDA** – Hope Rivers, Chairperson

Chairperson Rivers entertained a motion to approve the Presidents' Council meeting minutes from June 14, 2024 and July 18, 2024. Dr. Pollock moved that the minutes be approved. Dr. Lee seconded the motion. The motion passed unanimously.

**REPORTS AND RECOMMENDATIONS**

- A. Legislative Committee Report- Galen DeHay, Chair
- Dr. DeHay announced that the Legislative Committee held an organization meeting earlier this week. Dr. DeHay proposed a new initiative for the rest of the year: holding a one-hour meeting before each Presidents' Council meeting. The purpose of these sessions would be to strengthen the relationships between the 16 college presidents by allowing the presidents to connect while also allowing discussion on emerging issues and potential solutions. This would also be a time when the council can discuss and develop consistent messaging to advocate for the Technical College System, leveraging shared vocabulary to enhance communication with local and state-held legislative offices and other community and statewide stakeholders. Dr. Rivers noted that this meeting time is intended to be informal, serving as an open forum for discussion without formal decisions or votes. There was a consensus among the presidents to move forward with this new format starting at the September meeting.
- Dr. DeHay presented a second proposal from the legislative committee focused on addressing policy changes. He proposed that the committee gather input from the group to provide the legislative committee with information on desired policy changes that could enhance effectiveness and efficiency across colleges. The group would identify and prioritize policies affecting their operations, such as regulatory relief or changes to work policies. He offered to have an organizational development expert he has on staff to help facilitate a virtual discussion to systematically identify and prioritize these policies. The proposal's goal would be to establish criteria for prioritizing policies, which could be refined at future meetings, and to develop action plans to address the top-prioritized policies. This initiative aims to be more strategic in advocating for changes that benefit all colleges, improving both effectiveness and financial efficiency. Dr. DeHay sought feedback on this proposal, emphasizing its potential to drive positive change and improve operational efficiencies. The Council agreed with the proposal and Dr. DeHay stated that his staff and System Office would be reaching out to start setting up meetings for this effort.
- Legislative Update-* Dr. DeHay turned the floor over to Mr. AJ Newton to give the Legislative update. Mr. Newton stated he had no expectation that the General Assembly would reconvene to address any vetoes from the Governor, as none of them affected the Technical College System. The next session will start in January. He also announced that the Legislative Priorities for the fiscal year 2025-26 legislative priorities were adopted and approved by the State Board at the July 23, 2024 meeting. These priorities will be submitted

to the Executive Budget Office next month, and updates will be provided. Mr. Newton also informed the council of a few changes with the House Ways and Means office. He noted that Daniel Boan, the long-time Chief of Staff for Ways and Means, is leaving for a lobbying position. Meredith Ross will become the Chief of Staff for Ways and Means and Julia Foster will step into the role of Ways and Means Legislative Director.

He also provided the council with an update on the upcoming meetings:

- August 20: Joint Bond Review Committee meeting.
- August 22: BEA meeting.
- August 27: State Fiscal Accountability Authority meeting.

Mr. Newton noted that some legislative staff reached out on visits. He noted he would reach out to set up some of these visits and offered to attend any event related to the different legislative delegations that the president would like him to attend.

B. Chief Business Officers- Kyle Wagner, Chair

*HR Policy and Procedures*- Kandy Peacock

Dr. Wagner asked Ms. Kandy Peacock to present the Council with one Human Resource procedure that the HR Peer Group and the Chief Business Officers approved at their June 27, 2024, meeting. The Council was provided with a copy of the procedures for the following:

*Procedure 8-5-101.4 Pregnant Workers Fairness Act (NEW)*

*Procedure 8-3-103.3 Military Leave*

*Procedure 8-2-108.1 Temporary Grant and Time Limited Position/Employment*

*Procedure 8-7-100-2 Temporary Employment*

Ms. Peacock reviewed each of the procedures. Dr. Rivers called for a motion to approve the procedures as presented. Dr. Pollock moved to approve the HR procedures presented. Dr. DeHay seconded the motion. The motion passed unanimously.

**PERFORMANCE FUNDING-**

Dr. Hardee thanked everyone for joining the call and noted that all 16 colleges were represented. Before turning the meeting over to Mr. Randy Johnson and Dr. Rosline Sumpter, Dr. Hardee clarified a few key points:

There will be no vote on the performance funding model during this meeting to ensure ample time for discussion and consideration of the proposed recommendation. He wanted to acknowledge the hard work of Mr. Johnson and Dr. Sumpter in preparing a fair and equitable recommendation for distributing the \$20M in performance funding. He understands that each President would advocate for their college's interests but emphasized that the goal is to find a balanced approach. He wanted to provide everyone with a platform to be heard and to ask questions, but he urged that questions be kept relevant to avoid lengthy diversions. He also reminded the Council that the System Office aims to ensure fairness and equity rather than favoring any college over another college. Mr. Johnson explained that the current model allocates only 2.5% of funds based on performance, with the remaining 2.5% going into a general enrollment-based allocation. The proposed shift increases the performance-based allocation from 2.5% to 10%, significantly changing how funds are distributed. The State Board

has mandated that 10% of funding be set aside for performance and that all measures be equally weighted. Mr. Johnson's task is to devise a fair allocation model and define what will be measured. Mr. Johnson discussed the initial models considered but highlighted that neither fully balanced fairness. The final proposed model aims to be equitable by balancing the allocation based on a mix of measures, with part of the funding allocated equally among colleges meeting the criteria and the rest adjusted based on FTEs (Full-Time Equivalents). The model was revised from an earlier version shared with CBOs. The revised version treats accountability measures equally and aims to address earlier inequities. Mr. Johnson invited feedback on the proposed model, emphasizing that constructive suggestions are welcome. The finalized model will be shared with CBOs and colleges for review before the vote on September 12. Mr. Johnson also offered to meet with the colleges to walk through the new funding model and answer questions that may come up. He also noted he would send the corrected model to everyone after the meeting concluded. He also emphasized how essential feedback would be and that the model is designed to be as fair as possible under the constraints. Mr. Johnson also reviewed the administrative and fiduciary accountability performance measures. The five areas reviewed were the submission of timely audited financial statements, compliance with all transparency reporting, the college maintaining the minimum 30-day operating expenditure requirement per SBTCE Policy 7-2-102, compliance with Perkins Local Application Deadline, and Program Evaluation Deadline.

Dr. Sumpter reviewed the performance indicators with the Presidents' Council. Dr. Sumpter reviewed the four Performance Indicators: Licensure Exam Pass Rate, Graduate Placement Rate, Fall-to-Spring Persistence Rate, and Student Success Rate. Each of the performance indicators is a part of the 10% model. She informed the Council that the Institutional Effectiveness Peer Group reviewed and produced this proposal. The group was tasked with a review of the current indicators and shoring up the definitions and benchmarks. The CAOs, CSSOs, and the Institutional Effectiveness group were also tasked with taking these performance indicators back to their college leadership for review and discussion. Dr. Sumpter also noted that these benchmarks would need to be reviewed frequently. So, it is proposed that the review happens on a two-year rotation or at the call of the President's Council. There are two ways to meet the benchmarks being proposed. The first is to meet the target outright or by using a growth metric. There is a set growth percentage that if a college demonstrates improvement from the prior year to the current year, then they would still be able to meet the benchmark and receive funding for that indicator. Dr. Sumpter reviewed each definition and benchmark for each of the four Performance Indicators. The Presidents provided Dr. Sumpter with feedback regarding their concerns with the changes to the Performance Indicators.

#### **SC ASSOCIATION OF TECHNICAL COLLEGE COMMISSIONERS** –Ashley Jaillette

Ms. Ashley Jaillette provided a brief update, thanking those who have paid their dues and noting she will follow up with those who haven't yet paid. She informed the council that an RFP for services will be released next week. She noted the early bird deadline for ACCT conference

registration, with a reception planned for South Carolina attendees. She also asked for updated board listings and highlighted the upcoming Board meeting on September 4th.

Billy Routh then updated the council about political events, noting the House Republican caucus retreat in Myrtle Beach, The Senate Republican Caucus will hold their retreat after the November elections, and potential changes in committee leadership following Chairman Bill Sandifer's primary defeat. He mentioned that committee assignments will be finalized in December, but updates might come sooner.

### **CHAIRPERSONS' REPORT**- Hope Rivers, Chair

Chairperson Rivers provided updates on recent and upcoming meetings. She attended the State Board meeting for the technical college system on July 23 and will continue attending in person or virtually. At that meeting, they reviewed the CPIP projects. Also, the Board received a legislative update. At that time, no significant legislative matters were brought forward. Hope also mentioned the Council of Presidents meeting scheduled for October 16, where 2-year and 4-year college presidents will meet. That evening, there will be an invitation to a dinner in Columbia. The following day, October 17, the meeting will be held in Florence. Additionally, she reminded attendees of an informal Presidents'- only meeting on September 12 from 10 to 11 AM in the Board Room, encouraging them to come prepared to freely discuss topics and ideas that they are contemplating.

### **SYSTEM PRESIDENT'S REPORT** – Tim Hardee, System President

Dr. Hardee provided an update to the Presidents' Council. On October 16th, the Council of Presidents will meet from 1 to 4 PM, followed by a group dinner for the Technical College Presidents. On the morning of October 17th, the monthly Presidents' Council meeting will be held at Florence-Darlington Technical College. Following the meeting on the 17th, the Presidents will meet with the South Carolina Hospital Association that afternoon. This meeting will include discussions with South Carolina hospital CEOs, focusing on healthcare programs, which are a significant part of student enrollment. Dr. Hardee also announced the Darla Moore School of Business is conducting an economic impact study of the South Carolina Technical College system. The system office will cover costs, and each college will receive a report detailing local economic impacts. However, data collection from colleges will be needed to complete the study. Dr. Hardee also discussed a recent article titled "South Carolina Technical Colleges are Shrinking Statewide," highlighting enrollment declines. Although the article was accurate, Dr. Hardee noted the disappointing headline and emphasized that the technical colleges' enrollments have increased slightly over the past five years. Dr. Hardee and his team propose using this opportunity to proactively tell the colleges' stories. This includes a coordinated messaging effort through op-eds and other media outreach, highlighting the positive impacts and growth of the technical colleges. There will be a coordinated effort involving Public Information Officers (PIOs) to craft and disseminate a unified message across the state. This will include highlighting successes such as dual enrollment impacts and other positive achievements of the colleges. Ms. Kelly Steinhilper and the PIOs will develop a framework for messaging, and each college will need to contribute locally to ensure consistent and effective communication. Overall, the focus is on leveraging the current situation to enhance the colleges' public image and narrative through strategic and unified communication efforts.



Presidents' Council Meeting  
September 12, 2024

Minutes for Review  
Presidents' Council  
August 8, 2024

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**OTHER BUSINESS-**

No other matters were discussed.

**ADJOURNMENT –**

There being no other matters for consideration or discussion, Chairperson Rivers called for a motion to adjourn. Dr. Todd moved, and Dr. Moore seconded the motion. The meeting was adjourned.

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Hope Rivers, Chair

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Date Approved by Presidents' Council

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Date Reviewed by State Board