



Richard Bland College

BOARD OF VISITORS

Presidential Search Committee

AGENDA

June 24, 2026 | 3:00 – 4:30 p.m.

Ernst Hall 108 Conference Room

- 3:00 p.m. Call to Order, Opening Remarks, and Quorum Confirmation** – Peter Blake, Chair
- 3:05 p.m. Review of Search Committee Charter, Composition and Governance**
- 3:20 p.m. Motion to Convene Closed Session**
The Committee will meet in closed session pursuant to the following Code sections:
- Va. Code § 2.2-3711.A.1. “Discussion, consideration, or interviews of prospective candidates for employment,” specifically, for the purpose of discussing candidates for the position of President; and
 - Va. Code § 2.2-3711.A.29. “Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms of scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body,” specifically, for the purpose of discussing contract terms for the selected presidential search firm.
- 3:40 p.m. Return to Open Session**
Certification of closed session in accordance with § 2.2-3712.D.
- 3:45 p.m. Discussion of Process, Timeline and Stakeholder Engagement**
- 4:00 p.m. Discussion of Search Firm Consideration and Selection**
- 4:20 p.m. Next Steps and Assignments**
- 4:30 p.m. Adjournment**



Richard Bland College
BOARD OF VISITORS

Resolution: No. 3 - Appointment of Ad Hoc Search Committee for Permanent President and Engagement of an Executive Search Firm

Date: April 22, 2026

WHEREAS, the Board of Visitors is responsible for the selection of the President of Richard Bland College and is committed to a leadership search process that reflects the values, mission, and long-term strategic interests of the institution; and

WHEREAS, a prior Board appointed an Interim President to ensure leadership continuity, stability, and effective institutional operations during this period of transition created by President Debbie Sydow's departure; and

WHEREAS, the Board acknowledges the terms and conditions of the Interim President's contract, including the duration, authority, and responsibilities associated with that appointment; and

WHEREAS, the Board recognizes that a fair, transparent, and inclusive search process—one that incorporates meaningful input from campus and external stakeholders—is essential to securing a President who demonstrates strong institutional fit and the capacity to lead Richard Bland College forward; and

WHEREAS, the Board further recognizes that engagement of a reputable executive search firm is a critical first step in ensuring a professional, equitable, and nationally competitive presidential search process;

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby establishes an Ad Hoc Presidential Search Committee (the "Committee").

BE IT FURTHER RESOLVED, that the Committee shall consist of the following members:

- Chair: Peter Blake
- Board Representatives: Jennifer Montague, Joanne Williams
- College Stakeholders: The Chair is granted the authority to include appoint additional Committee members representing key institutional constituencies

BE IT FURTHER RESOLVED, that the initial charge of the Committee shall be to:

1. Identify, evaluate, and recommend to the Board one or more affordable, highly qualified executive search firms with demonstrated experience in higher education presidential searches; and
2. Engage the selected firm upon Board approval to assist in the development and execution of the presidential search process.

BE IT FURTHER RESOLVED, that the Committee, in collaboration with the executive search firm, shall design and conduct a search process that:

- Is fair, transparent, and inclusive;
- Actively seeks and incorporates input from faculty, staff, students, alumni, and other key stakeholders;
- Prioritizes alignment with the institution's mission, culture, and strategic direction; and

- Follows best practices in higher education leadership searches.

BE IT FURTHER RESOLVED, that the presidential search shall proceed on an open-ended timeline, allowing sufficient flexibility to ensure thorough engagement, thoughtful deliberation, and selection of the strongest possible candidate, rather than adherence to an artificial or expedited schedule.

BE IT FINALLY RESOLVED, that the Committee shall report regularly to the Board on its progress and shall bring forward recommendations at such times and in such form as the Board may require.