



Richard Bland College BOARD OF VISITOR

DRAFT OCTOBER BOARD MEETING MINUTES

October 1, 2025 | 5:00 p.m. - 6:00 p.m. | Microsoft Teams

The Richard Bland College Board of Visitors met virtually in an open session on October 1, 2025, for a special board meeting. The purpose of the meeting was to discuss the process of hiring an Interim President.

BOARD MEMBERS PRESENT FOR THE BOARD MEETING:

- Mr. John Rathbone, Rector
- Mr. Albert Poole, Vice Rector
- Ms. Vickie Schray, Secretary
- Hon. James Dyke Jr.
- Hon. Sam Parham
- Mr. Chuck Patton
- Ms. Bouwien Smits

ABSENT FROM THE BOARD MEETING:

- Mr. Jason Pode, Faculty Representative
- Ms. Lilli Brown, Student Representative

OTHERS PRESENT FOR THE BOARD MEETING:

- Dr. Debbie Sydow, President
- Ms. Jennifer Muller, Founder and Managing Partner, Academic Career & Executive Search
- Ms. Ann Costantino, Managing Director, Academic Career & Executive Search
- Ms. Christa Vines, Project and Recruitment Manager, Academic Career & Executive Search
- Mr. Nathan Moberley, College Counsel
- Mr. Gerrit Smith, Senior Executive Administrator and Clerk to the Board of Visitors

Welcome and Introductory Remarks

Rector John Rathbone called the Board meeting to order at 5:01 p.m. He introduced Ms. Jennifer Muller, Founder and Managing Partner of the Academic Career & Executive Search (ACES) firm.

Interim President Search Process Presentation and Discussion

Ms. Muller provided the Board with an overview of the interim presidential search process and timeline. She noted that ACES will advertise the position and reach out to potential candidates. The deadline to submit applications for the position is November 12, 2025. The Interim

Presidential Search Committee (Committee) will then review submissions and select candidates for virtual interviews, which will take place in December 2025.

After the virtual interviews, the Committee will identify finalists for in-person interviews to be conducted on campus in January 2026. Once these interviews are completed, the Committee will make a recommendation to the Board regarding the candidate for Interim President. The Board will then vote on the recommended candidate at its regularly scheduled meeting on January 28, 2026. The Interim President will start on July 1, 2026, and the minimum tenure will be twelve months.

The Board members then engaged in a discussion about key qualities desired in an Interim President. Members emphasized the importance of political acumen and experience working with the Virginia legislature. They also agreed that the ideal candidate should be a strong collaborator and work effectively with faculty and staff, along with having other essential leadership attributes.

Adjournment

There being no further business, Rector Rathbone adjourned the meeting at 5:59 p.m.