



Richard Bland College BOARD OF VISITOR

INTERIM PRESIDENTIAL SEARCH COMMITTEE MINUTES

12 January 2026

The Interim Presidential Search Committee of the Board of Visitors of Richard Bland College (RBC or College) met in open and closed sessions on Monday, January 12, 2026, at 2:15 p.m. at the Academic Innovation Center Boardroom, located at 11301 Johnson Road, South Prince George, VA 23805.

COMMITTEE MEMBERS PRESENT:

Albert Poole, Chair
Lilli Brown
Hon. Sam Parham
Chuck Patton
Jason Pode
Vickie Schray

Others joining the meeting included the following:

Jennifer Muller, Founder & Managing Partner, Academic Career & Executive Search (joined virtually)
Ann Costantino, Managing Director, Academic Career & Executive Search (joined virtually)
Gerrit Smith, Senior Executive Administrator and Clerk to the Board of Visitors

CALL TO ORDER AND QUORUM CONFIRMATION

Chair Albert Poole called the meeting of the Committee to order at 2:15 p.m., recognized the presence of a quorum, and welcomed attendees to the meeting. Chair Poole then asked for a motion to approve the minutes of the November 25, 2025, meeting. The motion was made by Secretary Vickie Schray, seconded by Mr. Sam Parham and approved by voice vote.

MOTION TO GO INTO CLOSED SESSION

At 2:17 p.m., Chair Poole asked for a motion to be made that the Committee convene in a closed meeting pursuant to Va. Code § 2.2- 3711(A)(1) “[d]iscussion, consideration, or interviews of prospective candidates for employment,” specifically, for the purpose of interviewing Interim President Finalist Dr. Tiffany Birdsong.

Motion was made by Mr. Parham and seconded by Secretary Schray. The motion passed unanimously by voice vote.

MOTION TO COME OUT OF CLOSED SESSION

Chair Poole made the following motion to return to open session at 3:47 p.m.

Va. Code § 2.2-3712 requires that after the closed session, a roll call vote needs to be taken to certify that the members only discussed matters lawfully exempt from open meeting requirements and that only such public business matters as were identified in the motion convening the closed meeting were discussed by the Executive Committee of the RBC Board of Visitors.

The motion was seconded by Secretary Schray, and Chair Poole called for a roll call vote. Clerk Gerrit Smith called the roll and Chair Poole, Secretary Schray, Mr. Parham, Mr. Chuck Patton, Mr. Jason Pode, and Ms. Lillie Brown all “certified yes.”

Chair Poole then provided notice that the Committee will conduct in-person interviews of candidates for the Interim President position in closed session between now and January 27, 2026, pursuant to Va. Code § 2.2-3712(B). That Code section provides that the notice provisions of FOIA do “not apply to closed meetings of any public body held solely for the purpose of interviewing candidates for the position of chief administrative officer. Prior to any such closed meeting for the purpose of interviewing candidates, the public body shall announce in an open meeting that such closed meeting shall be held at a disclosed or undisclosed location within 15 days thereafter.”

ADJOURNMENT

There being no further business, at 3:49 p.m., Chair Poole asked for a motion to adjourn the meeting. Motion was made by Mr. Pode, seconded by Mr. Parham and approved unanimously by voice vote.

Approved on January 20, 2026