



Richard Bland College

BOARD OF VISITORS

BOARD ADVANCE

Thursday, August 6, 2026 | 9:00-2:00 p.m. | AIC Mamie Locke Boardroom

The Dress Code is Business Casual

8:30 - 9:00 AM Coffee & Refreshments

Guests arrive, enjoy light refreshments, and settle in before the program begins

9:00 – 10:00 Presidential Search Committee Meeting (Full Board Invited)

- Welcome – Hon. Peter Blake, Chair
 - Update and Discussion about the Selection of a Presidential Search Firm and Timeline
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10:00 - 10:30 Welcome, Action Item and Goals for 2026-27

- Welcome – Hon. Kenneth Alexander, Ph.D., Interim President & Kevin Massengill, Rector
 - **Resolution 1** – Election of Officers
 - Goals for the Year – Dr. Kenneth Alexander
-

10:30 – 10:45 Break

10:45 – 12:15 PM Board of Visitors: Roles, Responsibilities and Duties

- Part 1: Standards of Excellence for Board Governance – John Donnelly, Ph.D., SACSCOC Vice President [10:45 – 11:30 a.m.]
- Part 2: Decennial Review Process – Dr. Donnelly [11:30 – 11:45 a.m.]
- Part 3: Code of Virginia, FOIA, and Conflict of Interest – Stephanie Hamlett, Senior Assistant Attorney General and University Counsel for Virginia Commonwealth University [11:45 a.m. – 12:15 p.m.]

12:15 - 12:30 Break & Shuttle Bus Transfer to President's House

12:30 – 2:00 Lunch and Tour of the President's House

2:00 Adjourn



Richard Bland College
Board of Visitors

Resolution: No. 1 – Election of Officers of the Board of Visitors

Date: August 6, 2026

WHEREAS, § 23.1-2107(C) of the Code of Virginia and Article III of the Bylaws of the Richard Bland College Board of Visitors stipulates that at the first meeting after July 1 in every even-numbered year, the Board shall elect from its membership a Rector, Vice Rector, and Secretary, and

WHEREAS, following the appointment of nine new members to the Board of Visitors by Governor Spanberger in March 2026, the Board conducted an election of officers on April 22, 2026, and desires to reaffirm such election at its first meeting after July 1, 2026, in accordance with § 23.1-2107(C) of the Code of Virginia and Article III of the Bylaws; and

WHEREAS, the Board recognizes the importance of maintaining continuity in leadership and ensuring the effective conduct of Board business; and

WHEREAS, pursuant to the Bylaws, the Rector, Vice Rector, and Secretary serve as members of the Executive Committee, which may act on behalf of the full Board between meetings as authorized by the Bylaws and applicable law.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Richard Bland College hereby elects the following officers:

- **Rector** Kevin Massengill
- **Vice Rector** Deborah Young
- **Secretary** Perry Miller

BE IT FURTHER RESOLVED, that these officers shall perform the duties and responsibilities prescribed by the Bylaws of the Board of Visitors and the laws of the Commonwealth of Virginia.

BE IT FURTHER RESOLVED, that the officers elected herein shall serve until their successors are elected and qualified, or as otherwise provided in the Bylaws.

BE IT FURTHER RESOLVED, that the Board expresses its appreciation to the elected officers for their willingness to serve and provide leadership to Richard Bland College.

BE IT FINALLY RESOLVED, that the election of these officer is hereby ratified and confirmed, and they shall continue serving in their respective offices in accordance with the Bylaws and applicable law.



Richard Bland College

OFFICE OF THE PRESIDENT

July 23, 2026

Executive Update & Core Priorities

In my initial weeks, I have focused on stabilizing operations, immersing myself in the College's mission, and establishing a framework for long-term success.

Collaborating with faculty, staff, and administration, I have identified **five core performance areas** to guide our immediate efforts and measure progress:

1. Strategic Plan Execution & Sustainability

Align Operations: Ensure immediate decisions drive the 2026-2028 Strategic Plan with clear accountability.

Expand Credentials: Explore regional partnerships that will accelerate high-demand workforce programs.

Modernize Pathways: Review and strengthen transfer agreements with four-year institutions.

2. Enrollment, Retention & Student Success

Boost Metrics: Analyze enrollment and retention trends to improve IPEDS and student outcomes.

Optimize Pipelines: Evaluate dual-enrollment, residential, and adult learner recruitment.

Prioritize Wellness: Ensure a high-quality residential experience, with a focus on campus safety and student wellness.

3. Financial Stewardship & Resource Development

Fiscal Oversight: Conduct comprehensive reviews to ensure balanced budgeting and asset protection.

Grow Revenue: Target expanded state appropriations, grants, and private philanthropy opportunities.

Maintain Affordability: Balance student affordability with long-term financial sustainability.

4. Governance & Organizational Culture

Shared Governance: Engage collaboratively with the Faculty Assembly and academic leadership.

Support Faculty: Address faculty priorities regarding transparent promotion, tenure, and contracts.

Drive Accountability: Foster a campus culture of transparency, communication, and continuous improvement.

5. Board, Government & Community Engagement

Board Communication: Refine regular, metrics-driven performance updates for the Board of Visitors.

Advocate Regionally: Strengthen ties with business leaders, local governments, and Commonwealth policymakers.

My team and I remain committed to leading with integrity, accountability, and an unwavering focus on student success, institutional excellence, and the long-term strength of Richard Bland College.

Sincerely,

A handwritten signature in black ink, reading "Kenneth C. Alexander". The signature is fluid and cursive, with the first name "Kenneth" and last name "Alexander" clearly distinguishable.

Kenneth C. Alexander, Ph.D., Interim President

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ForgeAhead: Richard Bland College Workforce Strategy

Introduction

Richard Bland College (RBC or College) is the Virginia Gateway region's premier workforce engine. **ForgeAhead** is RBC's comprehensive workforce initiative that integrates noncredit training, industry-recognized credentials, and accredited academic pathways into a single, seamless system. RBC is a direct pipeline from workforce entry to degree attainment—aligning talent development with regional and Commonwealth economic priorities. Through *ForgeAhead*, RBC positions itself as a dominant workforce provider with measurable employment outcomes for its students, while generating scalable, high-impact revenue.

Statutory Authority and Strategic Alignment

Richard Bland College is a public institution of higher education established under Chapter 21.1 of Title 23.1 of the Code of Virginia. The College is governed by its Board of Visitors, which is vested with the authority to appoint faculty, employ personnel, direct the affairs of the College, confer degrees, and approve or discontinue academic programs. RBC is authorized to develop workforce-responsive programs, establish partnerships and pathways to the baccalaureate degree, support economic development, and prepare students for both academic and career success. *ForgeAhead* serves as the operational framework for advancing this authority. In addition to the statutory authority, the initiative fully aligns with the College's recently Board of Visitors approved 2026-2028 Strategic Plan.

College Accreditation and Credential Delivery

The College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. Within the scope of its accreditation, board authority, and applicable state approvals, RBC may develop and deliver educational offerings that include the following:

- Associate degree programs;
- Workforce and professional development programs;
- Credit and non-credit training programs;
- Industry-recognized credentials;
- Stackable credential pathways;
- Pathways to the baccalaureate degree;
- Apprenticeship-related instruction and related technical instruction (RTI); and

- Employer-responsive workforce education initiatives.

The College's statutory authority to develop curricula focused on career success and workforce credentials complements its accreditation-based authority to deliver postsecondary educational programs and pathways.

New Economy Workforce Credential Grant (NEWCG): Entry Point to Employment

As a Virginia public institution of higher education, Richard Bland College may participate in workforce training initiatives supported by the Commonwealth, including the **New Economy Workforce Credential Grant (NEWCG)**. The NEWCG provides Virginia residents with access to short-term, noncredit training programs aligned with high-demand careers. Through state support, NEWCG covers up to two-thirds of tuition costs, making rapid workforce entry both accessible and affordable.

At RBC, NEWCG-supported programs serve as the primary **on-ramp into ForgeAhead**, offering accelerated training in key sectors such as:

- Skilled Trades & Infrastructure (Welding, HVAC, Electrical, Construction)
- Healthcare (CNA, Medical Assistant, Phlebotomy)
- Information Technology (CompTIA, Cybersecurity, Cloud)
- Logistics & Transportation (CDL, Supply Chain, Equipment Operations)

These programs are designed for immediate job placement, industry certification, and employer alignment.

G3 (Get Skilled, Get a Job, Give Back): Pathway to Degrees and Career Mobility

Richard Bland College may also participate in Virginia's G3 initiative, which provides financial assistance to eligible Virginia students who are enrolled in a **credit bearing academic program** that leads to a career in high-demand industries at an associate-degree-granting public institution of higher education that leads to a career in a high-demand industries.

While NEWCG supports rapid workforce entry, **G3 enables upward mobility**, funding students in programs such as:

- Career Studies Certificates (CSC)
- Certificates (C)
- Associate of Applied Science (AAS) Degrees

G3-supported pathways include Healthcare, IT, Skilled Trades, Manufacturing, Public Safety, Education, and Hospitality.

Together, NEWCG and G3 form a **stackable credential model**—allowing students to move seamlessly from short-term training into degree completion without restarting their educational journey.

Workforce Innovation and Opportunity Act (WIOA)

Richard Bland College may also participate in workforce development activities supported through the federal Workforce Innovation and Opportunity Act (WIOA) subject to applicable federal, state, and local requirements.

Such participation may include:

- Becoming an Eligible Training Provider (ETPL) for approved workforce training programs;
- Partnering with Local Workforce Development Boards;
- Collaborating with Virginia workforce system partners and American Job Centers;
- Delivering occupational training and workforce credential programs;
- Supporting Registered Apprenticeship programs through Related Technical Instruction (RTI);
- Participating in on-the-job training and work-based learning initiatives; and
- Competing for workforce development grants administered by federal and state agencies.

WIOA does not create the College's authority to provide workforce education; rather, it provides a framework through which eligible educational institutions may partner with workforce systems and access workforce-related funding opportunities.

SACSCOC Accreditation: Quality, Transfer, and Scale

All *ForgeAhead* pathways are anchored in **SACSCOC-accredited programs**, ensuring academic quality, transferability, and long-term value.

RBC's workforce-aligned certificates—such as **Uncrewed Aerial Systems (UAS)**—demonstrate the institution's ability to deliver leading-edge, industry-responsive programming within an accredited framework.

Additionally, programs in fine arts, communications, and logistics & supply chain analytics provide structured transfer pathways into four-year institutions through established articulation agreements across Virginia.

Summary: The *ForgeAhead* Model

ForgeAhead is not a collection of programs—it is a **system**:

- **WCG** → Workforce Entry (Noncredit, Fast, Industry-Aligned)
- **G3** → Career Advancement (Credit, Degree Pathways)
- **SACSCOC** → Academic Quality, Transfer, and Institutional Credibility

Together, they create a unified pipeline that:

- Meets immediate workforce needs
- Expands access and affordability
- Supports lifelong learning and career progression
- Positions RBC as a central driver of regional economic growth

Combined with its SACSCOC accreditation, eligibility to participate in Virginia workforce initiatives such as NEWCG and G3, and its ability to engage in federal workforce programs under WIOA, *ForgeAhead* positions Richard Bland College as an integrated talent development institution, one that connects workforce entry, credential attainment, academic progression, employer engagement, and economic development into a single, learner-centered system. By aligning education with workforce needs, *ForgeAhead* advances lifelong student success, employer competitiveness, and regional prosperity.



Richard Bland College

Reaffirmation of Accreditation

Branding note: SACSCOC has recently announced a rebranding and will market its accreditation services as The Commission on Colleges and Universities, or simply The Commission. This change does not alter RBC's accreditation status or the purpose of the decennial reaffirmation process.

Purpose

The Commission requires member institutions to complete reaffirmation of accreditation every ten years. The decennial process is a comprehensive peer-review evaluation of institutional compliance, effectiveness, governance, academic quality, student achievement, financial stability, and continuous improvement. The primary written submission is the Compliance Certification Report, supported by institutional evidence and followed by an on-site Peer Review.

RBC Reaffirmation Timeline

Date / Period	Milestone
December 2026	Orientation and training at the Commission's decennial reaffirmation orientation in Houston, Texas; includes guidance on expectations and newly revised standards.
2026-2027 Academic Year	Snapshot year for much of the institutional data, evidence, assessment results, governance documentation, and effectiveness records used in the Compliance Certification.
March 2028	Compliance Certification Report due to The Commission, documenting RBC's compliance with applicable standards and supporting evidence.
Fall 2028	On-site reaffirmation review visit by a Commission review team to validate evidence and meet with campus stakeholders.

Current Status

RBC has been reviewing accreditation standards and institutional evidence on an annual basis. This proactive approach has strengthened documentation, improved institutional effectiveness practices, and positioned the College well for the formal reaffirmation cycle.

Looking Ahead

The Commission has revised its standards. Following the December 2026 orientation, RBC will review updated guidance, assess policy and documentation impacts, update compliance plans, and adjust evidence inventories as needed.

Board Role

The Board demonstrates governance, mission oversight, strategic priority alignment, financial stewardship, accountability, support for institutional effectiveness, and commitment to student success. Board actions, policies, minutes, and oversight will be key evidence.



Richard Bland College

BOARD OF VISITORS

August 6, 2026, Board of Visitors Advance

Additional Optional Pre-Reads:

The Board also received two optional articles to read prior to the BoV Advance. They are as follows below:

Association of Governing Boards of Universities and Colleges. *Board Responsibility for Institutional Governance*. Washington, DC: Association of Governing Boards of Universities and Colleges, 2010.

Virginia Freedom of Information Advisory Council. *A Guide to the Freedom of Information Act for Governing Boards of Public Institutions of Higher Education*. Richmond, VA: Virginia Freedom of Information Advisory Council, updated July 2024.