Richard Bland College
BOARD OF VISITOR

DRAFT PRESIDENTIAL SEARCH COMMITTEE MINUTES

24 January 2026

The Presidential Search Committee of the Board of Visitors of Richard Bland College (RBC or College) met in open and closed sessions on Wednesday, June 24, 2026, at 3:00 p.m. in Ernst Hall Room 108, located at 11301 Johnson Road, South Prince George, VA 23805

COMMITTEE MEMBERS PRESENT:

◦ Hon. Peter Blake, Chair [Mr. Blake participated remotely via Microsoft Teams. Pursuant to Va. Code § 2.2-3708.3(B)(4), remote participation for personal matters is permitted. Mr. Blake cited a previously scheduled family gathering as the reason he was unable to attend the meeting in person].
◦ Joanne Williams
◦ Jennifer Montague

Others joining the meeting included the following:
◦ Kevin Massengill, Rector
◦ Christie Clark, Chief of Staff
◦ Layne Peebles, Director of Procurement
◦ Nathan Moberley, Office of the Attorney General College Counsel
◦ Gerrit Smith, Senior Executive Administrator and Clerk to the Board of Visitors
◦ Dr. Eileen Strempel, Board Governance and Strategic Planning Consultant

CALL TO ORDER, QUORUM CONFIRMATION AND OPENING REMARKS

Chair Peter Blake called the meeting to order at 3:03 p.m., recognized the presence of a quorum, and welcomed attendees to the inaugural meeting of the Presidential Search Committee.

Introductions were made by committee members and attendees. Rector Kevin Massengill offered welcoming remarks and thanked members for their willingness to serve.

REVIEW OF SEARCH COMMITTEE CHARTER, COMPOSITION AND GOVERNANCE

Chair Blake reviewed the Board resolution establishing the Presidential Search Committee and discussed the Committee's charge, governance structure, and responsibilities. He noted the importance of conducting a fair, transparent, and inclusive search process and discussed the engagement of a reputable executive search firm as a best practice for identifying and recruiting qualified presidential candidates.

The Committee reviewed its stakeholder composition and discussed the inclusion of representatives from the Board of Visitors, faculty, staff, students, alumni, donors, community leaders, elected officials, regional employers, military representatives, and foundation leadership. Members discussed the importance of gathering broad stakeholder input regarding the characteristics, experiences, and leadership qualities desired in the College's next president.

Committee members also discussed the importance of institutional alignment and the need for the next president to advance the College's 2026-28 strategic plan. Various approaches to conducting the search process, including considerations related to open and closed search models, were discussed.

MOTION TO GO INTO CLOSED SESSION

At 3:48 p.m., Chair Blake requested a motion that the Committee convene in closed session pursuant to:

- Va. Code § 2.2-3711(A)(1), for the 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), for the discussion of a public contract involving the expenditure of public funds, specifically for the purpose of discussing contract terms for the selected presidential search firm.

A motion was made by Ms. Joanne Williams and seconded by Ms. Jennifer Montague. The motion passed unanimously by voice vote.

MOTION TO COME OUT OF CLOSED SESSION

At 4:34 p.m., Chair Blake requested a motion that the Committee return to open session. Ms. Montague moved that the Committee return to open session. The motion was seconded by Ms. Williams and passed unanimously by voice vote.

Pursuant to Va. Code § 2.2-3712, Chair Blake called for certification that Committee members had discussed only those matters lawfully exempt from open meeting requirements and only those matters identified in the motion convening the closed session. Clerk Gerrit Smith called the roll, and Chair Blake, Ms. Montague, and Ms. Williams each certified in the affirmative.

ADJOURNMENT

The Committee discussed scheduling its next meeting and agreed to meet on August 6, 2026. There being no further business, at 4:37 p.m., Chair Blake asked for a motion to adjourn the meeting. The motion was made by Ms. Williams, seconded by Chair Blake and approved unanimously by voice vote.