



# Richard Bland College of WILLIAM & MARY

## Office of the President

To: The Honorable Janet D. Howell, Senate Co-Chair, Committee on Finance and Appropriations  
The Honorable George L. Barker, Senate Co-Chair, Committee on Finance and Appropriations  
The Honorable L. Louise Lucas, Senate Chair, Committee on Education and Health  
The Honorable Barry D. Knight, House Chair, Committee on Appropriations  
The Honorable John G. Avoli, House Vice Chair, Committee on Education

Date: August 24, 2023

Re: §23.1-102.1 of the Code of Virginia

Richard Bland College takes seriously its mission and pledge to provide Virginia students affordable access to an excellent education. The College demonstrates this commitment through a variety of need-based and merit-based financial support for its students.

On behalf of the College, I certify that Richard Bland College has fulfilled the requirement to report as stated in the Code of Virginia §23.1-102.1. The College has the following executive officer position(s) or salary that exceeds the prior fiscal year chief executive officer's salary limit of \$157,221, as set forth under the general appropriation act:

- Vice President and Chief Research & Innovation Officer - \$168,000
- Chief Operating Officer - \$169,785

Please accept our appreciation for your continued commitment to the Commonwealth, higher education institutions, and our students.

Sincerely,

Debbie L. Sydow. Ph.D.  
President

cc: Dianna Banks, Director of Human Resources  
Jeffrey S. Brown, Director of Special Projects