



# Richard Bland College of WILLIAM & MARY

## Office of the President

To: The Honorable Louise Lucas, Senate Chair, Committee on Finance and Appropriations  
The Honorable Ghazala Hashmi, Senate Chair, Committee on Education and Health  
The Honorable Luke Torian, House Chair, Committee on Appropriations  
The Honorable Sam Rasoul, House Chair, Committee on Education

Date: October 21, 2024

Re: §23.1-102.1 of the Code of Virginia

Richard Bland College takes seriously its mission and pledges 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:

- President of Richard Bland College - \$438,552
- Vice President and Chief Research & Innovation Officer - \$176,501
- Chief Operating Officer - \$178,377

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, Chief Development Officer