



Richard Bland College

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: September 15, 2025

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 \$173,468, as set forth under the general appropriation act:

- President of Richard Bland College - \$468,830
- Vice President and Chief Research & Innovation Officer - \$181,796
- Chief Operating Officer - \$183,728

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

Sincerely,

A handwritten signature in blue ink, appearing to read "Debbie L. Sydow".

Debbie L. Sydow. Ph.D.
President

cc: Dianna Banks, Director of Human Resources