



Richard Bland College

BOARD OF VISITORS

August 31, 2026

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

Re: Richard Bland College Executive Officer Compensation 2025-26

Pursuant to § 23.1-102.1 of the Code of Virginia, the Richard Bland College Board of Visitors hereby reports the salary, by position, of each executive officer whose compensation exceeded during the previous fiscal year the salary limitation established for chief executive officers in the Appropriation Act. The applicable salary threshold, as established in § 4-6.01 of the Appropriation Act, was \$178,672 for the period of June 11, 2025, through June 30, 2026. Accordingly, the following salaries are reported for Richard Bland College executive officers whose compensation exceeded that threshold during FY 2026:

- President: \$468,830
- Chief Operating Officer: \$183,728
- Vice President and Chief Research and Innovation Officer: \$181,796

Should you have any questions regarding this report, please contact me at gsmith@rbc.edu or 804-862-6221.

Sincerely,

Gerrit B. Smith
Senior Executive Administrator and Clerk to the Board of Visitors

cc: W. Kevin Massengill, Rector
Kenneth C. Alexander, Ph.D., Interim President
Dianna Banks, Chief Human Resources Officer