

**RICHARD BLAND COLLEGE**  
**RESOLUTIONS**

**RESOLUTION TO APPROVE PRESIDENT'S 2012-2013 GOALS  
FOR RICHARD BLAND COLLEGE**

Based upon a close analysis of pertinent data, historical information, current environmental conditions and future trends, the President of Richard Bland College recommends approval of the following 2012-2013 goals for Richard Bland College. These goals reflect the President's vision to refocus, reinvest, and reinvent the College to ensure its quality, relevance and sustainability, and to advance its core educational mission. These goals also provide the Board of Visitors of The College of William and Mary in Virginia with measurable criteria for conducting the President of Richard Bland College's annual review in accordance with the 2012 employment agreement.

- A. **Refocus** on the future of Richard Bland College by guiding all stakeholders in a rigorous and transparent strategic planning process, and delivering to stakeholders a 2013-2018 Strategic Plan with measurable outcomes and Key Performance Indicators by June 30, 2013.
- 1) analyze all pertinent data to determine current condition of RBC relative to fulfillment of core mission and success in meeting needs and goals of primary stakeholders
  - 2) review relevant trends and best practices in the higher education industry
  - 3) conduct a gap analysis to guide strategic priorities
- B. **Reinvest** limited resources in the core mission of delivering high quality educational services by restructuring administrative operations in the interest of optimal efficiency and effectiveness, and by establishing efficient processes and systems designed to advance the core mission.
- 1) realign administrative functions to realize cost efficiencies and reinvest in core educational mission
  - 2) evaluate effectiveness of institutional advancement function and realign as necessary to optimize private revenue generation
  - 3) establish a transparent and robust budget development and resource allocation process designed to advance core mission and 2013-2018 strategic plan and goals
  - 4) design and pilot a one-stop enrollment center and centralized advisement services

C. **Reinvent** Richard Bland College to ensure its quality, relevance and sustainability.

- 1) conduct branding and market studies to clarify RBC's "promise" and align RBC's core mission and resources to meet market demands and optimize contributions to the public good (e.g., Virginia HEOA of 2011) and to support Strategic Enrollment Management (SEM)
- 2) establish a transparent and effective system for shared governance
- 3) critically analyze and redefine relationship with The College of William and Mary

BE IT RESOLVED, That upon the recommendation of the President, the Board of Visitors of The College of William and Mary in Virginia approves the President's 2012-2013 Goals for Richard Bland College.

RICHARD BLAND COLLEGE  
APPOINTMENT TO FILL A VACANCY IN THE  
INSTRUCTIONAL FACULTY

A vacancy in the Instructional Faculty of Richard Bland College of The College of William and Mary has resulted because of a retirement.

BE IT RESOLVED, That upon recommendation of the President, the Board of Visitors of the College of William and Mary approves the appointment of the following individual to fill this position effective August 10, 2012.

ANDREW S. BRISTOW, Assistant Professor of Mathematics

B.A., Virginia Polytechnic Institute and State University, 2002

M.S., Virginia Commonwealth University, 2011

Hanover Public Schools

Secondary Mathematics Instructor, 2007-2011

Adjunct Instructor

Virginia Commonwealth University, 2006-2008

John Tyler Community College, 2006-2007

RICHARD BLAND COLLEGE  
APPOINTMENT TO FILL A VACANCY IN THE  
PROFESSIONAL FACULTY

A vacancy in the Professionals and Professional Faculty of Richard Bland College of the College of William and Mary has resulted because of a retirement.

BE IT RESOLVED, That upon recommendation of the President, the Board of Visitors of the College of William and Mary approves the appointment of the following individual to fill this position:

DANIEL L. REAM, Director of the Library, effective August 3, 2012

B.A. (1975); M.A. (1977), The University of South Florida  
M.S., The University of Tennessee, 1984

Virginia Commonwealth University  
Associate Professor and Director of Outreach and Distance Education, Cabell  
Library, 2007-2011  
Head of Education and Outreach Services, Cabell Library, 1993-2007

**RICHARD BLAND COLLEGE  
RETIREMENT OF PATRICIA A. HARVEY  
DIRECTOR OF INSTITUTIONAL EFFECTIVENESS**

Patricia A. Harvey joined the administration of Richard Bland College in 1997. During her tenure, she has served as Director of Institutional Effectiveness and Director of Institutional Research. Ms. Harvey retired June 30, 2012 after 15 years of service.

Ms. Harvey received her A.A. in Liberal Arts from the University of Maryland (Europe) in 1979, her A.S. in Computer Science from Monterey Peninsula College in 1981, her B.A. in Mathematics from Hampton University in 1985, and M.B.A. from The College of William and Mary in 1988.

Ms. Harvey has been actively involved in the development of reporting procedures to SCHEV, and other state agencies. She has been instrumental in establishing institutional assessment processes and a procedure, helped establish the College's first six year financial plan for submission to the General Assembly, and has worked with business and finance staff in implementing requirements for ARMICS. In recent years, Ms. Harvey has advised students and taught part time in the business and mathematics department.

She has also been active in community organizations, serving on the boards of the Kiwanis Club, Swift Creek Mill Playhouse, and Sycamore Rouge among others. She is also active in the art community in Petersburg. Her commitment to the students and the College will be greatly missed.

BE IT RESOLVED, That the Board of Visitors acknowledges the retirement of Patricia A. Harvey and expresses its appreciation to her for the many contributions she has made to Richard Bland College, and with deep gratitude for her fifteen years of devoted service to the College, approves a change in status from Director of Institutional Effectiveness to Director of Institutional Effectiveness, Emerita.

BE IT FURTHER RESOLVED, That this resolution be spread upon the minutes of the Board and a copy of the same be delivered to Ms. Patricia A. Harvey with best wishes for continuing and creative work in the years ahead.

**RICHARD BLAND COLLEGE  
RETIREMENT OF MICHAELE M. SHRIVER  
DIRECTOR OF FACILITIES**

Michaele M. Shriver was hired by Richard Bland College in 1974. During her employment, Mrs. Shriver held several positions, including bookstore manager, accounts payable clerk, procurement manager, and most recent the Director of Facilities. Mrs. Shriver retired in 2002 but returned as a full-time employee of the College in 2006. She retired on May 31, 2012 after a total of thirty four years of service. Mrs. Shriver received an A.S.B. degree from Richard Bland College in 1987.

As Director of Facilities, Mrs. Shriver was actively involved in the oversight of all construction and maintenance reserve functions of the College. She was charged with administering all capital projects and procurement policies having received her Virginia Construction Contracting Officer certification in 2001. Most notably, Mrs. Shriver was responsible for the construction of the College's first residential facilities, which opened in the fall of 2008, and McNeer Hall, the first academic building in forty years.

She is active in her church, having served on the project team for the relocation and construction of a new church campus. Mrs. Shriver enjoys singing in the choir, is a member of the Disaster Relief Team and the motorcycle ministry. In her spare time, she also enjoys quilting, knitting, bike riding, and her seventeen grandchildren.

BE IT RESOLVED, That the Board of Visitors acknowledges the retirement of Michaele M. Shriver and expresses its appreciation to her for the many contributions she has made to Richard Bland College, and with deep gratitude for her thirty four years of devoted service to the College.

BE IT FURTHER RESOLVED, That this resolution be spread upon the minutes of the Board and a copy of the same be delivered to Mrs. Michaele M. Shriver with best wishes for continuing and creative work in the years ahead.