



Richard Bland College
of WILLIAM & MARY

REPORT FROM PRESIDENT AND ADMINISTRATION

RBC COMMITTEE, W&M BOARD OF VISITORS

SEPTEMBER 22, 2020



RBC listed as removed from Warning on the [September 2020 Accreditation Actions and Public Disclosure Statements page](#). RBC's entry in the database has been updated to indicate [Reaffirmation in 2020](#).



- **October 16, 2023: RBC will receive Notification Letter from SACSCOC President**
- **September 16, 2024: RBC Fifth-Year Interim Report is due**
- **December 2024: SACSCOC committee will review RBC Fifth-Year Report**
- **June 2029: Reaffirmation of Accreditation**





§ 23.1-1302. Governing boards; additional powers; voluntary early retirement.

The governing board of each public institution of higher education may establish a compensation plan designed to provide incentives for voluntary early retirement of teaching and research staff employed in nonclassified, faculty positions. Participation in such compensation plan is voluntary for eligible employees and no employee shall be penalized in any way for not participating.



Richard Bland College
of WILLIAM & MARY

FACULTY EARLY RETIREMENT INCENTIVE PLAN (FERIP)

MR. PAUL EDWARDS, Chief Business Officer

MS. CASSANDRA STANDBERRY, Director of HR

MS. RAMONA TAYLOR, College Counsel

“Making the most of every available resource is paramount.” *Seize Your Potential*

- **Strategic Goal #3 calls for operational sustainability. FERIP is one means of sustaining campus resources.**
- **Preliminary financial analysis indicates that if implemented in FY21, net cost savings would amount to nearly \$900,000 through FY24.**



- Preliminary HR, legal and financial analysis is complete.
- HR review identified 8 faculty members who would be eligible for FERIP (3 VRS, 5 ORP)
- Depending on individual faculty retirement plans (VRS or ORP), incentives under consideration include:
 - VRS service payout,
 - cash payout, and
 - health insurance stipend.

- **VCU, ODU, UVA, Radford and others have FERIPs in place, providing useful templates for RBC's plan development.**
- **Legal review indicates a range of voluntary early retirement plan programs and implementation processes across universities.**
- **A draft resolution has been created in anticipation of November board approval.**
- **Final workflow remains to be determined.**



Richard Bland College
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ENROLLMENT REPORT

DR. MARIA DEZENBERG
Provost



Richard Bland College
of WILLIAM & MARY

Enrollment Report

Pre-Pandemic Story

Admissions Activity

Enrollment Trends

Student Demographics





FALL 2020 RECRUITMENT

2020 Fall Travel	Total Type of Visit
High School Visit	156
Panel	6
Student Fair	42
On Site Admissions	40
Drop Off	39
Total Visits	283

YEAR (on this date)	Applications	Admits	Confirmations	Registrations
2020	1568	919	300	45
2019	1554	794	281	0

*As of 3/31/20



YEAR	Applications	Admits	Confirmations	Registrations
2017	2375	937	616	526
2018	2365	1394	812	593
2019	2303	1293	776	520
2020	2465	1537	707	402

First Year New Student	GPA AVG
2017	3.09
2018	3.10
2019	3.07
2020	3.08

*As of 9/14/20

Feeder Schools Fall 2020	New Headcount	Credit Hours
Thomas Dale	23	355
Matoaca	26	318
Colonial Heights	23	317
Hopewell	11	136
Petersburg	16	186
Dinwiddie	22	304
Prince George	69	944



Students	Fall 2017	Fall 2018	Fall 2019	Fall 2020
New	403	438	448	329
Readmit	46	37	40	45
Transfer	42	34	32	28
Continuing	399	413	384	361
HSC/MC	37	42	55	55

Year	Credit Hour AVG
2020	13.33
2019	13.62
3-year AVG 2019-2017	13.58

Year	Headcount	Credit Hours
2020	813	10,841
2019	959	13,065
3-year AVG 2019-2017	950	12,906

*As of 9/14/20



Fall Semester Student Demographics				
*As of 9/14/20				
Student Type	2017	2018	2019	2020
Internationals	18	39	53	26
Honors & Promise	88	102	106	34
Athletes	76	79	95	42
Residential	283	342	414	199
Commuters	652	626	556	619
Dual Enrollment	1,616	1,524	1,413	TBD
Minority	52%	56%	64%	62%
First Year GPA Average	3.10 GPA	3.10 GPA	3.07 GPA	3.08 GPA
Gender	62% Female 38% Male	61% Female 39% Male	59% Female 41% Male	63% Female 37% Male



Richard Bland College
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BUDGET REPORT

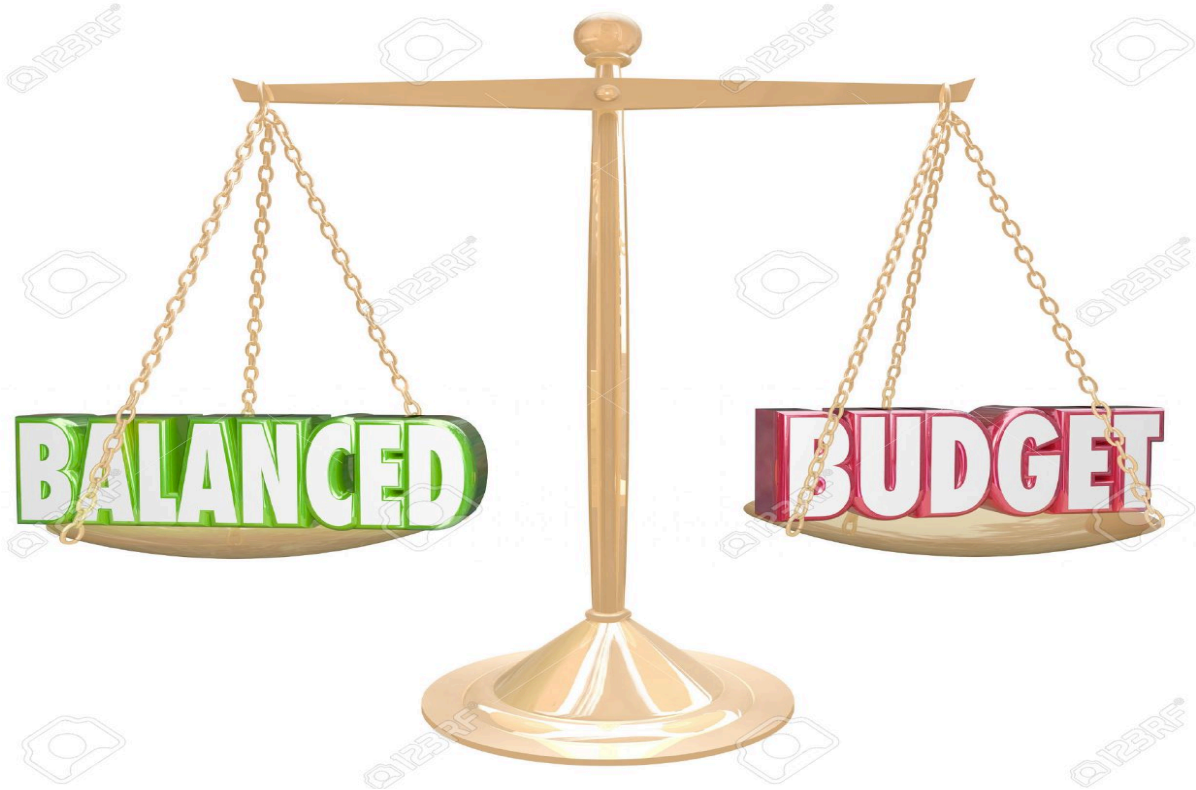
MR. PAUL EDWARDS
Chief Business Officer

- **\$1.2M decrease in budgeted revenue**
- **Decreased enrollment due to COVID-19**
- **Shifts in course modality mix**
 - **Typical – 83% in-state, 5% out-of-state, 12% online**
 - **Current – 37% in-state, 1% out-of-state, 62% online**
- **Largest reductions in comprehensive fee, housing revenue, and dining revenue**



- **\$1.2M decrease in budgeted expenses**
 - **Salary savings – targeted personnel reductions and attrition**
 - **Targeted operating reductions, e.g., athletics, auxiliaries, etc.**
 - **Other miscellaneous expense reductions**
- **Budget rebalanced pending General Assembly action related to state appropriations**





**Plan to bring new FY21 budget resolution to
RBC Committee/BOV for approval in November**



Richard Bland College
of WILLIAM & MARY

STATESMAN SAFE & SECURE PLAN

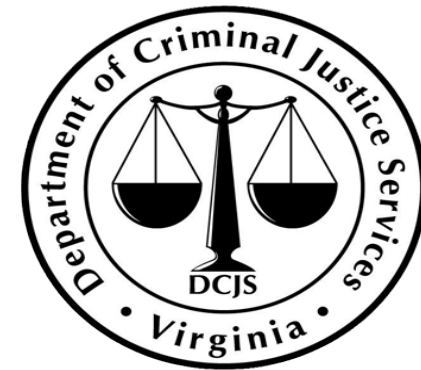
MR. JEFF BROWN

Director of Special Projects & Operations



- **Virginia Department of Criminal Justice Services (DCJS) Coronavirus Emergency Supplemental Funding Grant received in the amount of \$47,243.**
- **VCU Health contract executed for virtual urgent care services for students.**

STATESMAN
SAFE & SECURE



Week of September 14, 2020

Testing Encounters & Positivity Rate by Region

	VIRGINIA	CRATER ¹	RICHMOND ²	CHESTERFIELD ³
Testing encounters	1,744,020	36,472	52,764	77,316
Positivity Rate	7.8%	10.8%	8.4%	7.1%

Cases by Region

	VIRGINIA	DINWIDDIE COUNTY	PRINCE GEORGE COUNTY	CITY OF PETERSBURG
Total Cases	132,940	336	682	684
New Cases	1,300	6	6	7

Richard Bland College Reporting

RICHARD BLAND COLLEGE (REPORTED WITHIN WEEK)	COMMUTER	RESIDENTIAL	EMPLOYEE
Cases Reported:			
Positive Case (Isolation)	0	0	0
Awaiting test results (Quarantine)	1	1	0
Possible exposure case (Quarantine)	0	0	0

Student cases are managed by case managers in Student Success or Residence Life. For further information contact studentsuccess@rbc.edu

Employee cases are managed through Human Resources. For further information contact rbchr@rbc.edu

Statesman Safe & Secure

[Safe & Secure Dashboard](#)[Health & Safety](#)[Students & Families](#)[Faculty & Staff](#)[Alumni & Friends](#)[FAQ's](#)

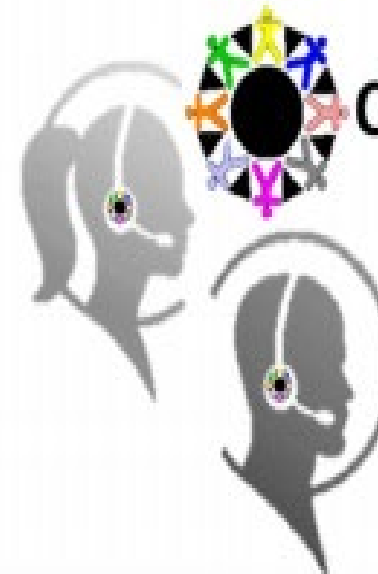
- COVID Mandatory Training and Pledge completed by >80%
- Implemented RBC Face Covering Policy
- Implemented Return to Campus document



- **Department of Health - October Flu Clinic**
- **Virtual Urgent Care**
- **Training**
 - **COVID-19 Protocols - RAs**
 - **COVID-19 Reporting**
- **Case-by-case Guidance**

Open & Serving Crater Health District

Dinwiddie, Emporia, Greenville, Hopewell, Petersburg, Prince George, Surry, Sussex



Crater Health District

Coronavirus Call Center

(804) 862-8989

Monday – Friday

9:30a.m. – 5:00p.m.

Statesman Strong: Capturing Community Life During COVID-19

- RBC Archives & Special Collections
- Blog featuring first-hand COVID-19 experiences

Learn more at,
<https://libguides.rbc.edu/virginiaroom/statesmanstrong>



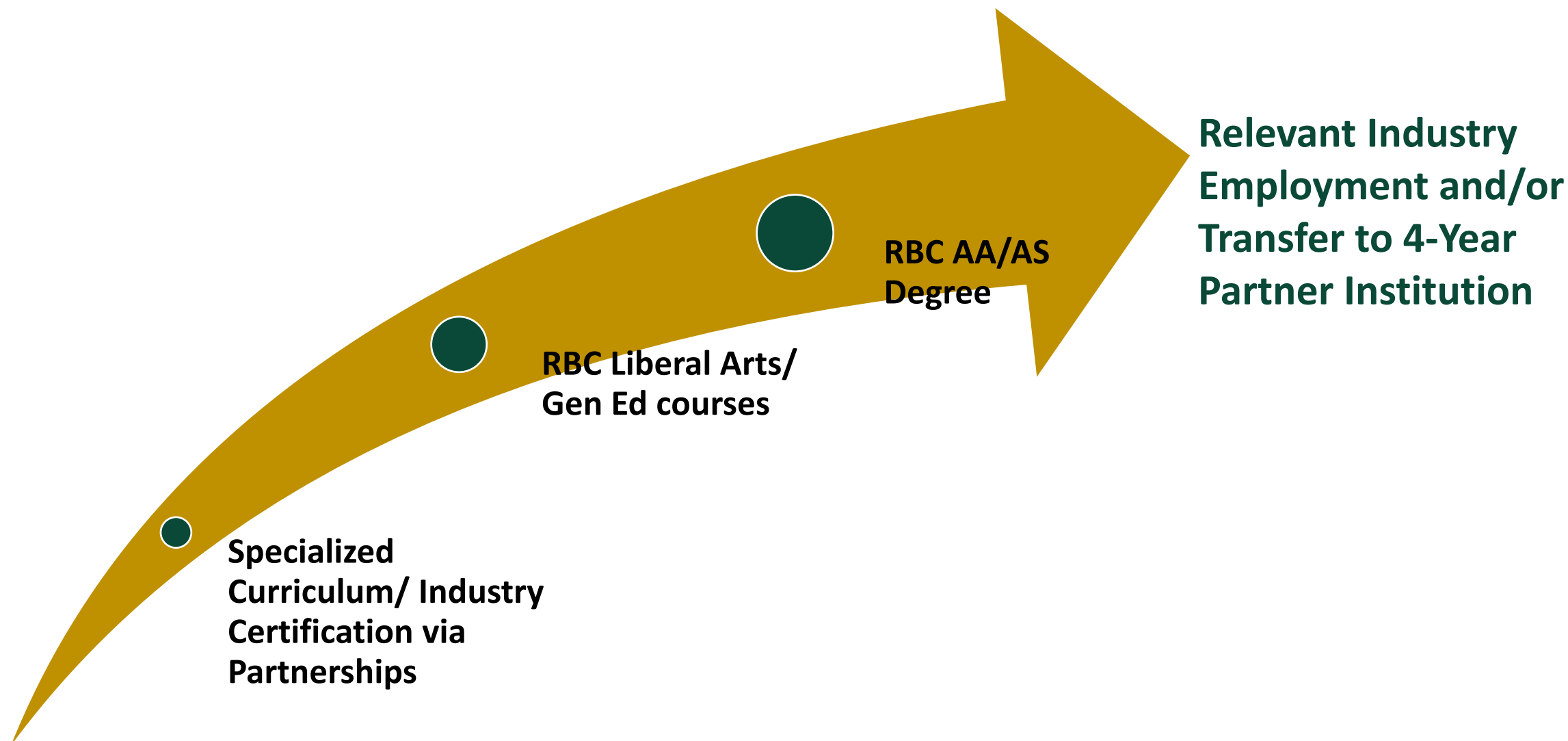


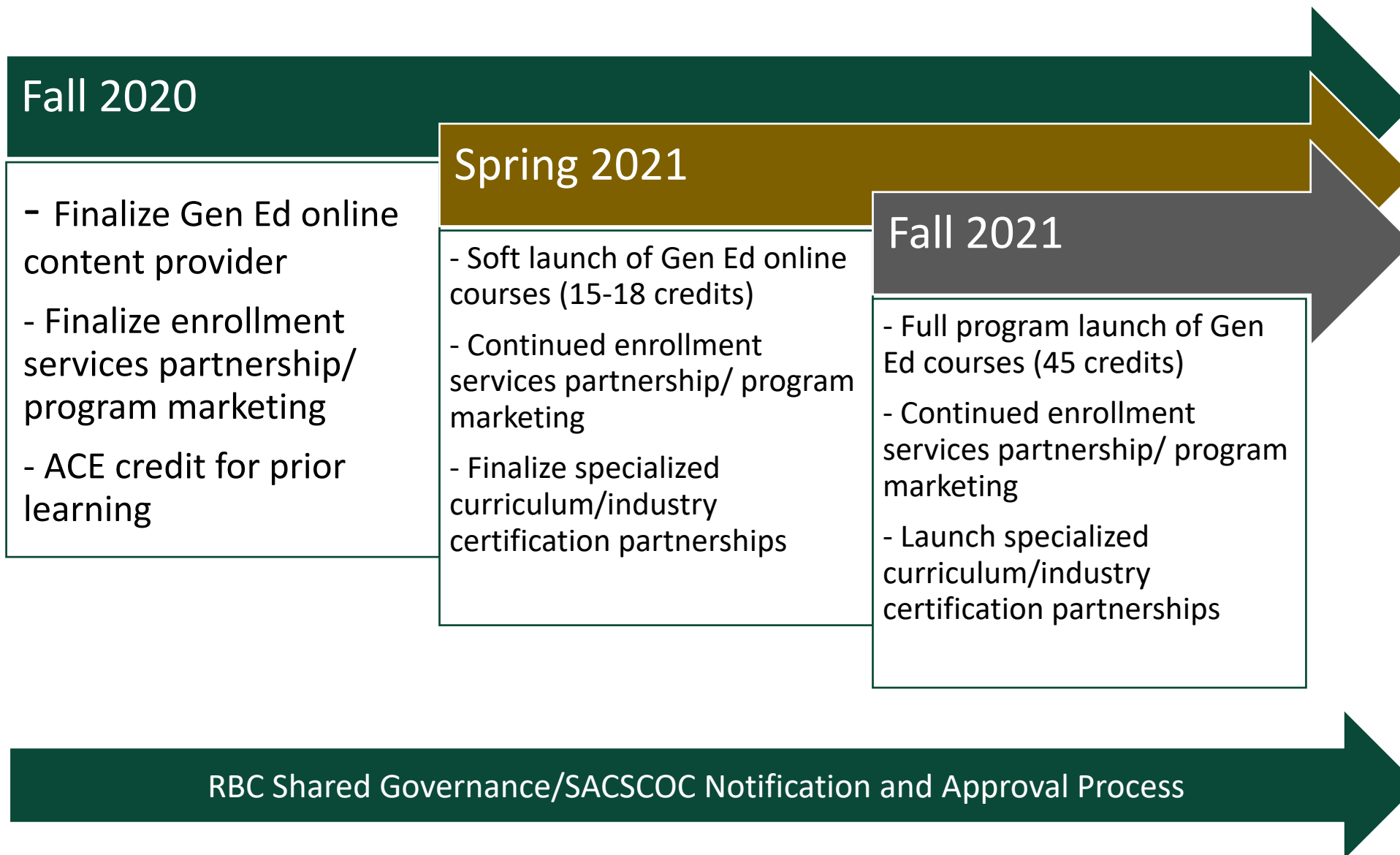
Richard Bland College
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DISTANCE EDUCATION INITIATIVE

MS. STACEY SOKOL

Director of Online & Continuing Education
Programs







Richard Bland College
of WILLIAM & MARY

DR. TIFFANY BIRDSONG

Faculty Representative, William & Mary Board of Visitors

MS. SARAH MONCURE

Student Representative, William & Mary Board of Visitors



Sarah Moncure
Fredericksburg, VA



Julia De La Pena Juarez,
North Chesterfield, VA



Thulani Jayasinghe
Ashburn, VA



Holden Merone
Charlottesville, VA



CLOSED SESSION

The William & Mary Board of Visitors has convened in closed session in accordance with the codes of Virginia §2.2-3711.A.1 and §2.2-3711.A.8.

No action is needed by observers, who remain connected to the forum. Following the closed session, the Richard Bland College Committee will reconvene in open meeting at this location.