This leadership profile is intended to provide information about the University of Richmond and the position of Dean of Westhampton College/Associate Dean of the School of Arts & Sciences. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

The University of Richmond, a highly selective liberal arts university in Virginia's capital city, announces its search for the Dean of Westhampton College/Associate Dean of Arts & Sciences. The Dean is charged with managing a vibrant student life program for the women of Westhampton College, within the context of Richmond's coordinate colleges. The Dean provides dynamic and purposeful leadership motivated by a deep commitment to the liberal arts, shared governance, and student learning both inside and out of the classroom.

The University seeks an energetic and collaborative leader who will bring intellectual creativity and a holistic perspective to the role of Westhampton College Dean/Associate Dean of the School of Arts & Sciences. The Dean will have the opportunity to lead Westhampton College. The Dean will promote undergraduate students’ education and development through involvement in curricular and cocurricular efforts. The Dean directs the efforts of the College’s staff (professional and student) and works closely with student leaders to achieve goals in Student Development, Academic Affairs, Enrollment Management, Alumni Relations, and Advancement. The Dean sets the College’s strategic agenda under the missions of Student Development and the University of Richmond.

The University of Richmond provides a demanding, expansive educational experience to diverse, talented, intellectually curious students who are capable of challenging themselves and their peers. With an undergraduate enrollment of roughly 3000, the University of Richmond is committed to providing to its students a highly personalized educational experience in close interaction with faculty, peers, and professional support staff.

Reporting to Vice President for Student Affairs Stephen Bisese, Ed.D., the dean serves as a member of the Vice President’s senior staff and is an active participant in academic and co-curricular planning and policy development. The coordinate colleges, a signature of the University of Richmond student experience, provides the organizing structure for student affairs at the University. The Dean will be a leader in broadening and deepening the campus conversation about gender and maximizing the potential of the coordinate colleges to enrich the campus experience for all students. The Dean oversees the work of 11 full time professionals and an actively engaged student staff.
The new dean will be an experienced leader who brings to the University deep knowledge of current thinking in student affairs and a strong belief in the essential link between diversity and excellence. The successful candidate will take pride in the professional delivery of student services, have excellent management skills, and demonstrate a commitment to building partnerships with faculty. The dean will develop a strong vision for the role the Dean of Westhampton College and will work closely with faculty, student affairs professionals, students and alumnae to craft an inclusive vision for student life. The Dean will be a skillful listener, a facilitator of campus wide conversations about the quality of student life, and a person who engenders trust through transparency in policy development and decision-making. With genuine fondness for working directly with students and faculty, the Dean will bring experience and enthusiasm for the complex work of student affairs in a University setting that values diversity and inclusion in all aspects of its operations.

Please see the section “Procedure for Candidacy” at the end of this document for information on applying for the position.

The Role of the Dean of Westhampton College/Associate Dean of Arts & Sciences

The Westhampton College Dean has a complex and multi-faceted role on campus, and is involved as an institutional leader on matters of concern in student life and on issues of interest to the broader campus community. Some specific responsibilities, as outlined in the University’s position description, are as follows:

- **Work with students: academic and cocurricular**
  - Administers a variety of college programs designed to foster the holistic learning, growth, and health of Westhampton students in the School of Arts & Sciences, the E. Claiborne Robins School of Business, and the Jepson School of Leadership Studies.
  - Maintains open communication with Westhampton students through event gatherings, individual meetings, and other participation in student life.
  - Works closely with faculty and staff to respond to students in crisis or potential crisis. Maintains oversight of the College's crisis management efforts.
  - Nominates Westhampton students for membership on institutional committees and planning groups.
• Reviews, notifies, and works with students who are academically suspended, on warning, or on probation. Announces the Dean's List for excellent academic performance. Works with the Academic Skills Center, the Writing Center, and Counseling and Psychological Services (CAPS) to assist students with academic deficiencies.

• Administers Arts & Sciences academic policy for Westhampton students and reviews requests from faculty and students for exception to established policy.

• Coordinates the registration, graduation, and other academic needs of Westhampton students with the Registrar's Office. This includes accepting student petitions of academic policy for review by the Petitions Committee of the School of Arts & Sciences.

• Co-advises the Westhampton College Government Association (WCGA) Senate and executive board; directly advises the Westhampton College Honor Council; and maintains oversight of the Student Conduct Council and class presidents/class cabinets.

• Writes student letters of recommendation for graduate and professional schools and job opportunities; prepares dean certification letters for graduate schools and for transfer students.

• Works with the Dean of Richmond College, the Title IX Coordinators, and the Sexual Misconduct Education and Advocacy Coordinator to review sexual misconduct policy and support prevention and education efforts.

• Staff Management: Represents, advocates for, and manages a staff of eleven, four of whom directly report to this position. This includes the promotion of staff professional development opportunities.

• Administration
  • Oversees the administration of the Residence Life program for the College, including student and professional staffing and training, educational and social programming, policies and procedures, and the preparation of staff for their roles.
  • Oversees the administration of the Women Involved in Living and Learning (WILL*) program. This includes planning for major speakers/events and promoting a strong relationship with the Women, Gender, and Sexuality Studies (WGSS) program.
  • Oversees the administration of the New Student Orientation program, which involves working closely with Richmond College and other offices over the course of the academic year.

• Committee Involvement: The Dean often serves on short-term planning, search, and accreditation committees in addition to the following standing committees:
  • The Arts & Sciences Academic Council
  • The University Admission Committee (ex officio)
  • Threat Assessment Team
  • Behavioral Intervention Team
  • Eating Disorder Treatment Team
- Bias Resource Team
- Graduation Awards Selection Committee (Heilman; Goldberg; Mace; Gray. Ex officio)
- Westhampton College Scholarship Review Committee

- College Spokesperson and Representative: The Dean is the public representative of Westhampton College. In this capacity, the Dean has several annual speaking and appearance commitments.
  - New Student Orientation
  - Proclamation Night
  - Senior Celebration
  - Junior Ring Dance (no speaking commitment)
  - Westhampton College Reception at Reunions
  - Westhampton College Reception for Family Weekend
  - Admission Open Houses
  - The Dean is also asked to appear at events for the Admissions Office, the Alumni Relations Office, and the Advancement Office and to represent the University at civic events.

- Miscellaneous
  - Creates attrition and graduation rate reports.
  - Works closely with the Dean of Richmond College and the Vice President for Student Development to promote student life and learning outside the classroom.
  - Maintains oversight of the Westhampton College budget.
  - Reviews and approves/denies requests for readmission.
  - Works with the Offices of Alumni Relations and Advancement to promote fundraising efforts and Westhampton College/University of Richmond with alumnae, parents, and other constituencies.
  - Promotes a sense of Westhampton College life, identity, and history among students, faculty, staff, and alumnae. This includes maintaining and strengthening College traditions.
  - Participates in professional development, including through attendance and participation in conferences.
  - Assumes other duties as needed and requested.

Key Interfaces: Richmond College Dean’s Office, Office of Student Development, Arts & Sciences Dean’s Office, Office of Alumni Relations, Office of Advancement, Office of Public Safety, Counseling and Psychological Services (CAPS), Student Health Center, Enrollment Management.

The Dean’s 11-person administrative and professional office staff includes:
- Associate Dean for Women’s Education and Development, WILL* Program Director, and
Women, Gender, and Sexuality Studies Advisory Board Member

- Associate Director for the WILL* Program, Women, Gender, and Sexuality Studies Advisory Board Member
- 2 Associate Deans
- 2 Area Coordinators

Opportunities and Expectations for Leadership

The new Dean of Westhampton College will be asked to address the following critical leadership issues, among others:

**Lead the staff and students of Westhampton College:** The coordinate college model is unusual in higher education today and provides an organizing structure for the work of Student Affairs at Richmond. In this context, the Dean is leader and partner: an advocate for the staff and students of Westhampton; a politically astute voice for the needs of Westhampton students; a proven leader in sophisticated multicultural organizational development; and a warm and welcoming presence in the Deanery and on the campus at the University. In addition, in partnership with the Dean of Richmond College, and working directly and closely with the Vice President for Student Affairs and a talented staff, the Dean serves as part of the Divisional leadership team. Other members of the Divisional Leadership team are the following: deans, directors, and AVPs of the Academic Skills Center, the Center for Student Involvement, Common Ground, Counseling & Psychological Services, Disability Services, Living-Learning Programs, Multicultural Affairs, Recreation & Wellness, Roadmap to Success, the Student Health Center, Student Housing, and UR Well Services.

**Engage in complex discussions of student life and culture at the University:** Like most campuses, the University of Richmond is engaged in efforts to address challenging issues of sexual misconduct, Title IX compliance, common understanding of civility expectations, and the wide range of mental health challenges presented by students as they enroll at the University and in particular as they join the Westhampton community. Further, the staffs at Westhampton College, a traditionally women’s college, and Richmond College, a historically men’s college are particularly engaged in discussion about making the coordinate college meaningful for the current generation of students. The connection of the College’s to the broader life of the University programs is a subject of current discussion and a conversation to which the new Dean will bring creative input. A significant dimension of this conversation is in response to a growing number of University students who do not identify within the confines of the gender binary and therefore for whom the notions of the men’s and women’s colleges are being examined at many levels. The Dean of Westhampton College will be expected to join and add value to these deliberations, help to cultivate new ways of thinking about gender, and engage with students, staff, and alumnae as they develop a model of co-curricular life that is inclusive of all students at the University of Richmond.

**Consider the role of “traditions” in the Westhampton experience:** Westhampton students for many generations have shared in college traditions that have added meaning and continuity to their experience. Like many colleges, Westhampton recognizes the need to consider some traditions and their relevance to the contemporary student experience at the
College. The Dean will join with alumnae, faculty, and students to consider the role, meaning, and potential adaptability of some College traditions for today’s Westhampton students.

**Engage with alumnae across the decades:** The Dean will interact frequently and easily with alumnae whose Westhampton experience spans many decades and generations in the life of the University. There is a new wave of activism and engagement by alumnae in recent years and the Dean will develop opportunities for meaningful interaction for students with alumnae, both those in the greater Richmond area and those who are around the country and the world.

**Professional Qualifications and Personal Qualities**

The ideal candidate will have the following professional qualifications and personal characteristics:

**Dedication to the University’s mission and character:** Westhampton College’s next dean will demonstrate a deep appreciation for the role of undergraduate, residential, liberal arts education in creating transformative experiences for students. The dean will enjoy and appreciate the benefits to students of living in an academically rigorous, socially-minded community in which respect for others and personal relationships are key. A strong commitment to the benefits of women’s education is essential.

**Management experience:** The Westhampton Dean has a substantial and complex management responsibility. The dean should possess experience and skill in working with a talented and committed team of leaders, and will lead the staff through teamwork and collaboration, delegating as appropriate, and demonstrating a commitment to professional development opportunities for staff. The dean’s past experiences will include strategic planning, budget management, sensitivity to legal issues, and knowledge of an appropriate technology infrastructure for the work of the division performed within a context of collaboration. The dean will have experience with and engage in advancing a culture of assessment, data-driven decision-making, and measurable outcomes in all aspects of the work of the area. Importantly, the dean will command knowledge of crisis management, emergency protocols, and best practices in the field.

**Commitment to advancing diversity goals:** The dean will be an experienced and committed advocate for advancing Richmond’s ambitious plans for increasing diversity in every aspect of the community. The dean will play a leadership role in developing programs, services, and policies that support the realization of the University’s aspirations to be a fully multicultural community.

**High visibility role:** The University seeks a Westhampton College Dean who enjoys students and is genuine about getting to know them personally. The dean will be expected to build relationships with and interact directly and positively with a wide variety of constituents – students, alumnae/i, trustees, administrative colleagues, faculty, staff, parents of current and prospective students, and community leaders – and serve as a frequent and articulate spokesperson for the University and a highly visible member of the broader community, both in the Richmond and beyond.
Leadership experience: The University of Richmond expects that the dean will bring a deep background and experience in a leadership position in student affairs; an appreciation for the culture of an academically rigorous, residential, undergraduate college; and enthusiasm for front line student affairs work that is done in close collaboration with students and faculty. Leadership by example will be important for success. Transparency and the clear communication of professional standards will be essential to building trust.

Communication skills: The successful candidate will be a visionary leader, an attentive listener, and a natural collaborator, and will approach the opportunity at Richmond with energy, enthusiasm, patience and good humor. The dean will encourage frank conversations with faculty and students about Westhampton College’s many strengths and needs, will support a culture of measurable improvements, and will work easily in a highly visible role in a community of colleagues deeply invested in the University’s success. Westhampton College and Richmond College engage in discussion regularly about gender, identity, and the ways in which the coordinate college model must support changing notions of gender and identity. The Dean will join with faculty, administrative colleagues and students and join these conversations in a meaningful way.

Collaborative leader: It is deeply embedded into the Richmond administrative leadership structure to engage in collaboration across units and departments. The Westhampton Dean will be an experienced leader, with enthusiasm for the benefits of women’s education. She will reach across boundaries and understand the need to function both within and outside of a highly structured organizational chart.

Education: The Dean will have a doctoral degree or its equivalent in Student Development or related field.

University of Richmond: An Overview

The University of Richmond, a private university founded in 1830, is distinctive in higher education in the United States. Through its unique array of five Schools and its intentional, mission-focused campus programming, the University combines the best qualities of a small liberal arts college and a large university. Richmond’s fundamental mission is to sustain a student-focused, collaborative learning and research community that supports the personal and professional development of its members and the creation of new knowledge. With 4,181 students, an 8:1 student-faculty ratio, and 90% of undergraduates living on campus, the University is remarkably student-centered, focused on preparing students “to live lives of purpose, thoughtful inquiry, and responsible leadership in a global and pluralistic society.”

The University’s five schools are a rare combination of divisions and programs in an institution of its size and quality: the School of Arts & Sciences, the Robins School of Business, the Jepson School of Leadership Studies, the Richmond School of Law, and the School of Professional and Continuing Studies.

The University of Richmond has been consistently recognized as one of the best liberal arts colleges in the nation. It is ranked 32nd among national liberal arts colleges by U.S. News & World Report, and the Robins School of Business is ranked 16th among undergraduate
business schools and its MBA program 21st (and 1st in Virginia) by BloombergBusinessweek. The University of Richmond School of Law is ranked 52nd by U.S. News & World Report. The University has also been cited as a “best value” college by U.S. News & World Report, SmartMoney, Kiplinger’s Personal Finance, and USA Today-Princeton Review.

The University has an unusual and longstanding commitment to ensuring the equity and accessibility of its transformative educational opportunities. Richmond is one of fewer than 40 colleges and universities that are both need-blind in admission and meet the full demonstrated need of admitted students. Through Richmond’s Promise to Virginia, Richmond also provides a financial aid award equal to tuition, room, and board to all Virginia students who are admitted and whose family income is less than $60k. The University is fortunate to have considerable resources, particularly for an institution of its size. The University’s endowment is valued at $2.3 billion, and its total operating budget is $280 million. Richmond is committed to careful stewardship of these resources as well as to ensuring that excellent students have access to a great education through robust financial aid. The University’s strong resource base has supported continued expansion of the faculty in recent years, as well as other investments in academic programs.

In December 2014, the University announced yet another extraordinary initiative which further reinforces its commitment to a distinctive undergraduate educational experience. Through The Richmond Guarantee, the University provides a fellowship of up to $4,000 for one summer research or internship experience for all traditional undergraduate students. This program was formally initiated in summer 2015.

The University enrolls more than 3,500 full-time students and offers 60 undergraduate majors and a small number of graduate programs within its five schools. Sixty percent of the 400 full-time faculty have joined the institution since 2000. With no classes taught by teaching assistants or graduate students and an undergraduate student-faculty ratio of 9:1, students receive personalized attention from experienced faculty. Eighty-seven percent of undergraduate students live on campus, providing significant opportunity to integrate academic dimensions into residence life. Undergraduates participate in collaborative research with faculty during, and in some cases prior to, their four years on campus. The UR Summer Fellowship initiative, described below, bolsters opportunities for faculty-mentored research. In recent years, students have received prestigious honors and awards, including Rhodes, Marshall, Goldwater, Clarendon, Truman, and Fulbright scholarships. With nearly 80 study-abroad exchanges in 30
countries, and one of the highest student participation rates in study abroad in the country, the University emphasizes the importance of international experiences to preparing students to live and work in the global community.

The University is a national leader in promoting access and affordability—one of only 1 percent of colleges and universities in the country that is both need-blind in admission for domestic undergraduates and meets the full demonstrated need of all admitted undergraduate students. The University also has a robust merit aid program. The University awarded $65.6 million in institutional grants and scholarships to 63 percent of students in FY13. First-year Virginians with family income under $40,000 receive full scholarships for four years, with the income level increasing to $60,000 with the fall 2014 entering class. The average debt load for undergraduates at graduation is comparable to that of students graduating from many of the state's public universities. Richmond is consistently ranked among the best values in private liberal arts colleges by Kiplinger's, Princeton Review, and other media.

In addition to the undergraduate programs in the School of Arts and Sciences, Robins School of Business, and Jepson School of Leadership Studies, the University offers the J.D. degree through its School of Law; the M.B.A. degree through the part-time program in the Robins School; and undergraduate and graduate degrees, as well as certificate programs, continuing education for area teachers and administrators, and non-credit courses for adult learners through its School of Professional and Continuing Studies.

The Boatwright Memorial Library includes major collections in the sciences, fine arts, music, humanities, film, maps, theater, government documents, and rare books and manuscripts. The collection comprises approximately 500,000 volumes of books, more than 100,000 bound periodicals, and thousands of multimedia items. Electronic resources are accessible through library computers and university computer labs and off campus. The library's Media Resource Center provides a variety of media materials for classroom presentations and circulation to students, faculty, and staff. Parsons Music Library, located in the Modlin Center for the Arts, provides access to thousands of scores, recordings, and books, as well as audio and video playback equipment and computers. The library reports to the vice president for information services and collaborates closely with faculty and academic administrators, as does the Center for Teaching, Learning, and Technology within Information Services, which promotes effective incorporation of technology into teaching and learning. In addition to information resources, the libraries provide personalized services and creative learning spaces. The Muse Law Library within the law school offers an extensive collection of law and law-related print and electronic resources.
The University competes successfully in NCAA Division I athletics, sponsoring 17 varsity sports and winning 47 conference championships since 2000. The women’s cross country team had an excellent 2015 season and finished with three team wins, including a first place at the Atlantic 10 Championships. The women’s field hockey team won the 2015 Atlantic 10 Regular Season Championship. The women’s swimming and diving team got a third dual-meet win over an Atlantic 10 opponent this 2015 season. The student-athlete Graduation Success Rate (GSR) is 93 percent. In addition to varsity sports, Richmond offers approximately 24 club sports for students, providing men and women with opportunities for leadership, recreation, instruction, and competition.

Located in Virginia’s thriving capital city on a 350-acre campus built in the collegiate gothic style on the hillsides surrounding a lake, the University of Richmond is consistently cited among the nation’s most beautiful campuses.

The University has both built and maintained considerable momentum in recent years, making strategic and significant investments in faculty, facilities, the academic enterprise, co-curricular programs, and community engagement while also making notable gains in both the diversity and academic quality of its students. At a time when many other institutions have faced hiring freezes and severe budget cuts, Richmond has continued to hire faculty, undertaking up to 20 searches in some academic years. Under the strategic plan, *The Richmond Promise* (described below), the University has continued to make important progress across the institution, including in curricular and co-curricular development.

**The Richmond Promise Strategic Plan**

The University’s most recent strategic plan, *The Richmond Promise*, was launched in 2009 and concluded in 2015. The plan consisted of five interlocking principles which articulate Richmond’s underlying values: fostering a learning environment unlike any other in higher education by offering a distinct academic experience that integrates the University’s five Schools; ensuring access to and the affordability of a Richmond education; promoting diversity in the University community and an inclusive environment for students, faculty, and staff; broadening the University’s engagement in the Richmond community; enhancing the student
experience at all levels; and establishing meaningful ties between the institution and its graduates.

The Five Schools

School of Arts and Sciences

The School of Arts and Sciences (http://as.richmond.edu/) is a thriving group of 22 academic departments and 11 interdisciplinary programs, focused exclusively on undergraduate education. The school offers more than 40 undergraduate majors. With nearly 200 tenured/tenure-track faculty members, the school is the largest in the University. All first-year undergraduates undertake foundational coursework in the School of Arts and Sciences and may complete their degrees in an Arts and Science discipline, the Jepson School of Leadership Studies, or the Robins School of Business. Students also may pursue double majors across two schools. The school is also home to the Academic Advising Resource Center, which provides support to advisors and advisees in Arts and Sciences, Business, and Leadership Studies, and to the Writing Center (serving undergraduates) and Speech Center (serving all students).

Over the past 12 years, institutional investments have increased Arts and Sciences faculty by 25 percent. The teaching load is 3/2, reduced gradually from 3/3 as an investment in enhanced quality. The average class size in Arts and Sciences is less than 14 students, and only 16 percent of classes have enrollments above 20 (with the largest class size being approximately 40). The school has dramatically increased faculty-mentored research opportunities for undergraduate students, with 216 students and 74 faculty participating in summer 2013 and projects in disciplines ranging from the sciences and math to the social sciences, humanities, and arts. These opportunities will be sustained and expanded through the UR Summer Fellowship program (serving undergraduates across schools).

The faculty have attracted external research funding of $26 million over the last decade from a range of prestigious funders, including the Howard Hughes Medical Institute (HHMI), the National Endowment for the Humanities, National Science Foundation, National Institutes of Health, Henry Luce Foundation, and the Mellon Foundation, and are recipients of awards and fellowships from the John Simon Guggenheim Memorial Foundation, Fulbright-Hays Program, and other prominent institutions and organizations.
The school’s academic departments and programs are described on the school’s website at http://as.richmond.edu/departments/index.html. Majors are listed at http://as.richmond.edu/majors/index.html. New interdisciplinary majors introduced in the last several years include “Philosophy, Politics, Economics, and Law” and “Healthcare and Society,” both of which include courses and faculty from other schools within the University. Courses bringing together multiple disciplines include the Integrated Quantitative (IQ) Science course, which integrates all five science disciplines (biology, chemistry, computer science, mathematics, and physics) into a two-semester course team taught by five professors and combining material from the customary five introductory courses. Development of the course was supported by a $1.4 million HHMI grant.

The school is also home to a robust academic and performing arts program. The Modlin Center for the Arts is a 165,000-square-foot complex housing two theaters, a concert hall, and rehearsal and work spaces. The Modlin Center (http://modlin.richmond.edu) also sponsors a highly visible schedule of performing arts events each year, serving both the University community and the broader region. The University Museums (http://museums.richmond.edu) comprise three museums with collections of more than 100,000 objects and a schedule of more than 18 special exhibitions annually. The center and the museums are dedicated to the education of the liberal arts student, and both directors work in close partnership with academic departments to integrate the visual and performing arts into the life of the University.

The school is led by Kathleen Roberts Skerrett, who became dean in July 2011, coming to the Richmond from Grinnell College, where she was associate dean and professor of religious studies and had been a member of the faculty since 1998. Dr. Skerrett’s scholarly research has focused on Christian tradition, contemporary religious thought and gender studies, and political theory.

**Robins School of Business**

The Robins School of Business (http://robins.richmond.edu/) is recognized as one of the nation’s best business schools, offering undergraduate, graduate, and executive education programs. The school is ranked #17 among undergraduate business programs and one of the top 30 part-time M.B.A. programs in the nation by Bloomberg BusinessWeek.

The Robins School has approximately 60 tenured/tenure-track faculty and enrolls approximately 550 undergraduate students and 85 students in its part-time M.B.A. program. The school offers majors in accounting, business administration, and economics; concentrations include accounting, finance, economics, marketing, management, and international business. Prior to entering the Robins School, undergraduate students complete at least one year of study in the School of Arts and Sciences.

The Robins School prepares students to be future leaders in a global business world by providing a dynamic learning community, where real-world teaching practices, scholarship, and service are at the forefront of the curriculum. The curriculum is built on high-quality classroom teaching reinforced by scholarship, heightened experiential learning outside of the classroom, and strong ties and relationships with corporate and government organizations. As a top-five business school for international business education (Bloomberg BusinessWeek), the school
interweaves a global perspective throughout coursework in conjunction with extensive international programs for undergraduates and graduate students.

Signature programs of the school include Q-camp, designed to introduce undergraduate students to practical, real-world exercises in professional and career skills; the Student Managed Investment Fund (SMIF) that provides real-time experiential learning in securities analysis and portfolio management; and opportunities for students to interact with business leaders, including the Executive in Residence Program, C-Suite Conversations, and Executive Speaker Series.

The school is also recognized for outstanding facilities. Queally Hall, the 37,000-square-foot addition completed in 2011, houses enhanced resources for the student experience and includes business research and teaching centers, a finance trading room, a café, and an auditorium in addition to classrooms, offices, and student meeting rooms.

The school was established in 1949 and named in 1979 after benefactor, alumnus, and corporate executive E. Claiborne Robins. The Robins School is led by Nancy Bagranoff, who became dean in 2010, having served as dean of the College of Business and Public Administration at Old Dominion University for seven years. A professor of accounting, she was chair of the Department of Accounting at American University and directed the master of accountancy degree program at Miami University (Ohio). She has co-authored several books and many articles in the area of accounting information systems, consulting, and information technology audit and control. Dr. Bagranoff is a member of the Executive Committee of the Greater Richmond Chamber of Commerce, a member of the AICPA board, and a former president of the American Accounting Association.

**Jepson School of Leadership Studies**

The Jepson School (http://jepson.richmond.edu/) is the first undergraduate school of leadership studies in the nation. It draws upon the liberal arts to advance the understanding of leadership and the challenges of ethical and effective engagement in society, exploring fundamental questions about who we are, how we live together, and how we influence the course of history. Courses challenge students to think critically, communicate effectively, and anticipate change.
The Jepson School has 14 tenured/tenure-track faculty members, including five endowed chairs. The faculty specialize in a range of academic disciplines, including history, law, economics, organizational behavior, political science, anthropology, philosophy, literature, psychology, and religion. Their research and scholarship help define the field of leadership studies.

The school supports approximately 200 majors and prospective majors each year. Concentrations include international leadership, political leadership, the psychology of leadership, law and leadership, leadership ethics, social justice, gender and leadership, organizational leadership, and religious leadership. Leadership Ethics is a required capstone course. A minor in leadership studies is also available, and a large number of non-majors take courses in the Jepson School. Jepson students frequently collaborate with faculty on research; participate in community-based research; and undertake a required, credit-bearing internship consisting of 240 hours of field work. Each summer, students are invited to participate in the five-week Jepson at Cambridge program.

The Jepson School is home to the John Marshall International Center for the Study of Statesmanship and the Summer Institute for the Preservation of the History of Economic Thought. The school also sponsors the Jepson Leadership Forum, an annual series of programs in which leadership topics are discussed by a national and international scholars and practitioners.

The Jepson School was established in 1992 by a generous gift from trustee and alumnus Robert S. Jepson Jr. and his wife, Alice Andrews Jepson. The school is led by Sandra Peart, who became dean in 2007, having been since 1991 a member of the faculty of Baldwin-Wallace College, where she led development of a leadership studies program and served as chair of the faculty. Dr. Peart has written or edited eight books and published more than 50 refereed articles on ethics and economics, rationality, utilitarianism, race and eugenics, the transition to “modern” economics, the treatment of Soviet growth in American economics textbooks, central planning, and leadership.

**School of Law**

The University of Richmond School of Law (http://law.richmond.edu/) combines a rigorous academic program with an extensive selection of clinical placements and experiential learning.
opportunities to create a rigorous legal education. The school’s strength—and institutional investments in its excellence—are reflected in the quality and scholarly productivity of its faculty, the academic profile of its students, and its move in national rankings by more than 30 places in just three years. The law school’s highly regarded faculty of approximately 30 tenured/tenure-track teacher-scholars includes nationally and internationally recognized experts, and its low student-faculty ratio reinforces a culture of rigorous classroom experiences and professional mentoring. The school also has five clinical faculty and attracts distinguished practitioners as adjunct faculty. Full-time student enrollment is approximately 460, and the student-faculty ratio is 10.9:1. The median LSAT of the fall 2013 enrolling class is 161, which ranks among the top 45 schools in the country, and the undergraduate G.P.A. median is 3.5.

The School of Law provides its students with significant opportunities for developing legal skills and ensures graduates enter the legal profession with a wealth of real-world experience practicing law. The curriculum includes an intensive first-year legal research and writing program taught by five full-time writing faculty. The upper class curriculum includes numerous simulation and skills courses such as trial practice, client counseling, negotiation, contract drafting, and appellate advocacy. Students also participate in the school’s extensive clinical program. Clinics include the Children’s Defense Clinic, Education Rights Clinic, Jeanette Lipman Family Law Clinic, the Intellectual Property and Transactional Law Clinic, and the Institute for Actual Innocence, as well as an externship placement program.

Through the Carrico Center for Pro Bono Services, the school also offers a variety of opportunities for students to deliver services to underrepresented communities in Richmond (many housed at UR Downtown, the University’s presence in the heart of the city), including programs in bankruptcy, criminal appeals, estate planning, housing law, immigrant assistance, legislative research and analysis, and judicial training. Additional centers and institutes include the Merhige Center for Environmental Studies, the National Center for Family Law, and the Intellectual Property Institute. The city of Richmond offers a vibrant legal community, including numerous federal and state courts, government agencies, leading law firms, corporations, and non-profit service providers.

The school is led by Wendy Collins Perdue, who became dean in 2011. Prior to that, she was an associate dean and professor of law at Georgetown University Law Center, having joined the faculty there in 1982. Dean Perdue is a prolific scholar of civil procedure and conflict of laws, as well as land use and public health, and is a member of the executive committee of the Association of American Law Schools.

School of Professional & Continuing Studies (SPCS)

The School of Professional & Continuing Studies (http://spcs.richmond.edu/) offers degree and certificate programs, enrichment opportunities, professional training, and summer programs to part-time and non-traditional students of all ages.

SPCS currently has 12 full-time, non tenure-track faculty and more than 100 adjunct faculty. It offers undergraduate degrees in liberal arts, human resource management, IT management, and paralegal studies. It also offers graduate degrees in education, human resource management, and liberal arts, as well as certificates in paralegal studies, information systems, and teacher licensure preparation. The SPCS enrolls approximately 125 full-time students and nearly 500 part-time students. Through its Osher Lifelong Learning Institute (age 50 and over) and other community and professional education classes, the school reaches some 8,000 total individuals annually. More than 500 Richmond-area teachers and administrators pursue continuing education opportunities through the school and its Center for Leadership in Education.

In addition, SPCS administers the University’s summer school, serving its own students as well as traditional and non-traditional students from Arts and Sciences, Leadership, and Business. Reflecting the University’s emphasis on international experiences, SPCS also administers summer study abroad, which serves students across the institution.

SPCS is also home to the Partners in the Arts Program, Center for Career Management, Center for Culinary Arts, and Institute on Philanthropy. Its extensive outreach to the community also includes Kaleidoscope, an enrichment program for Richmond-area high school students.

The school was established in 1962 as University College. In 1994, it became the School of Continuing Studies, and in 2012, it became the School of Professional and Continuing Studies to reflect more accurately its programs and focus on serving working professionals.
Dr. Jamelle Wilson serves as the sixth dean of the University of Richmond School of Professional and Continuing Studies. She succeeds Dr. James L. Narduzzi, Dean Emeritus, who served for 21 years at the helm of the School.

Wilson earned a Bachelor of Arts (B.A.) in English and a Master of Teaching (M.T.) from the University of Virginia, a Master of Arts (M.A.) in English, Writing and Rhetoric from Virginia Commonwealth University, and a doctorate (Ed.D.) in Educational Leadership and Policy Studies, also from the University of Virginia. She joins the esteemed group of “Cavalier Spiders” who share influences from both universities.

Prior to her appointment as dean, Wilson served as Superintendent of Schools for Hanover County, Virginia. Before being appointed as superintendent, Wilson worked in Hanover County Public Schools as a classroom teacher, a lead teacher, an assistant principal, a principal and an assistant superintendent.

Her involvement with the School of Professional and Continuing Studies started through her work on the governance board of Partners in the Arts, Richmond’s premier organization supporting and funding arts integration across the curriculum and a program of the School of Professional and Continuing Studies. Wilson also worked as an adjunct professor in the School’s Educational Leadership and Policy Studies graduate program.

Wilson brings to the School a focus on the stories and experiences of everyday working professionals and adult students earning degrees and certificates and working toward professional development and personal enrichment. She also brings her enthusiastic support for the Richmond area and a desire to see the University continue to serve the educational needs of the Richmond community.

Distinctive Curricular and Co-Curricular Programs

In recent years, the University has undertaken a range of initiatives to leverage the opportunities represented by its unique configuration of schools, to integrate academic life and student life more fully, and to enhance the curriculum. Working in close collaboration with faculty and colleagues in academic affairs and the Provost’s Office, the Westhampton College Dean will be a partner in the following efforts:

Living-Learning Programs

Living-learning communities (http://richmond.edu/living-learning), a collaboration of the Office of Student Development, provost’s office, and faculty, offer opportunities for students with common interests to live together and share learning experiences that extend beyond the classroom. Students connect with their studies on a deeper level and create lasting friendships with classmates and faculty. Living-learning communities attract a wide variety of students from diverse backgrounds, experiences, and interests and strive to be places of multiple perspectives, experiences, and opinions that enhance and enrich the learning inside and outside the classroom.
The Sophomore Scholars in Residence (SSIR) program, created as the University’s Quality Enhancement Plan (QEP) in conjunction with its most recent regional reaccreditation, combines academic and co-curricular learning opportunities. Sophomores with shared interests immerse themselves in an academic topic during a year in which they live, study, and travel together. SSIR takes the traditional coursework, reading, and research in class and adds experiential opportunities outside of class to enhance learning. SSIR courses are taught by dedicated and talented faculty who serve as mentors to the students, guiding them in their research and academic pursuits. In addition to the faculty, students have the support of student development professionals from a variety of offices. SSIR students reside together in a co-ed residence hall. By surrounding themselves with other SSIR and living-learning communities, students have a multitude of opportunities to interact with students of differing backgrounds while having a shared SSIR experience. Designed with the challenges of sophomore year in mind, SSIR supports students with formal and informal opportunities to think critically about major/minor decisions, study abroad, career and internship possibilities, diversity and inclusion, and citizenship. SSIR topics this year include “The Business of Science;” “Global Health, Medical Humanities and Human Rights;” “Technology, Cognition and Behavior;” and “What is Art For? 19th Century French and Russian Painting.” There are 180 students participating in the 12 SSIR and living-learning communities this year.

First-Year Seminars

All entering undergraduate students take a First-Year Seminar (FYS) in the fall and spring of the first year (http://fys.richmond.edu/). A wide variety of seminars are available, drawn from every school and many departments across the University. The FYS introduces students to academic inquiry and the modes of expression at the heart of a liberal arts education and offers the opportunity to explore varied interests in small class settings with close faculty contact. More than 30 seminar topics cover a wide range of interests, from bioethics and math, to art history and English. All seminars provide opportunities for critical reading and thinking and establish a foundation for effective written and oral communications skills, information literacy, and library research skills. Faculty from across the five schools teach the FYS offerings.

UR Summer Fellowships

UR Summer Fellowships (http://ursf.richmond.edu/) provide full-time undergraduate students with access to a stipend to secure the best internship or undergraduate research experience they can, in any field of endeavor and in any part of the world. This summer experience gives our students powerful, practical experiences that complement Richmond's rigorous academics, enhancing students’ knowledge and expanding the perspectives they bring back to the classroom and enabling faculty to put scholarship into action in new and exciting ways beyond the traditional curriculum. The fellowship program also mobilizes the University’s strong network of alumni and leading employers in recruiting Richmond students and graduates. The fellowships support: faculty-mentored research experiences through which students pursue original intellectual discovery while also receiving laboratory, field, or archival experience that positions them to compete successfully for admission and fellowships to elite graduate programs; and internships in fields ranging from finance to nonprofits (domestically and abroad) that are essential avenues to jobs after graduation. In summer 2013, $1 million in funding was available on a competitive basis to support 300 fellowships with an average award of $3,700. More than 120 of those fellowships were made possible by new philanthropy.
The Coordinate Colleges: Westhampton College and Richmond College

The coordinate colleges are one of the most distinctive features of the University. Richmond College for men and Westhampton College for women complement each other by providing the organizing principle for the university’s Division of Student Development. Dr. Joseph Boehman serves as Dean of Richmond College, the men’s college, and like the Westhampton Dean, serves as an associate dean of the School of Arts and Sciences. Both colleges provide learning communities that are designed to foster academic and personal development. This coordinate structure provides parallel leadership opportunities for women and men. Each college has its own governance system, which includes the Senate, the Honor Council, and the Judicial Council, and its own traditions. While there are two distinct colleges within the University umbrella, both co-ed and single-sex housing options are available. The coordinate colleges provide students with a fully co-educational collegiate experience that give particular attention to issues of gender. For more information, see http://www.richmond.edu/studentlife/coordinate-colleges.html.

The University’s academic programs are highly integrated with students’ extracurricular lives. The deans of Westhampton and Richmond Colleges actively participate in the University’s academic programs. Several signature programs explicitly integrate academics into student development programming. For example, the Roadmap Program (www.richmond.edu/roadmap) brings 100 to 150 students to campus before the start of the fall semester for programs designed to support developmental and academic growth each college year. First-year students in Roadmap 1 take a mini-class with the professor who is their advisor as part of orientation to campus life; students in Roadmap 2 focus on the critical decisions of the second year.
University Leadership

President Crutcher

Ronald A. Crutcher, a national leader in higher education, a distinguished classical musician, and an accomplished administrator, is the 10th President of the University of Richmond. He took office on July 1, 2015. He is also a professor of music.

Dr. Crutcher is President Emeritus of Wheaton College in Massachusetts. As president from 2004–14, he raised the institution’s profile; increased enrollment and diversity of the student body; created new interdisciplinary faculty positions and academic programs; and ensured the institution’s financial stability during a challenging economic period for all of higher education. Wheaton students consistently garnered prestigious academic honors including Truman, Marshall, Goldwater, Rhodes, and Fulbright Scholarships. Prior to Wheaton, Dr. Crutcher was Provost and Executive Vice President for Academic Affairs at Miami University of Ohio.

Throughout his career, Dr. Crutcher has actively promoted access, affordability, diversity, and inclusivity. He is a member of the Board of the Posse Foundation, a comprehensive college access and youth leadership development program for public high school students. In 2012, Dr. Crutcher received the Posse Star award, which recognized his leadership, significant contributions to the field of education, and positive effects on individual students’ lives. As President of Richmond, he leads a highly selective private university that is one of the few institutions in the country that is both need-blind in admission decisions for domestic undergraduate students and committed to meeting the full demonstrated need of all admitted students.

Dr. Crutcher is founding co-chair of Liberal Education and America’s Promise (LEAP), the Association of American Colleges & Universities’ national campaign to demonstrate the value of liberal education. He writes and speaks widely on the value of liberal education and the democratic purposes and civic mission of higher education. He has also served on the Boards of the American Council on Education (ACE) and the Fulbright Association and was Chair of the Association of Independent Colleges and Universities in Massachusetts.

A former member of the Cincinnati Symphony Orchestra and several other symphonies, he currently performs in the U.S. and Europe as a member of The Klemperer Trio with Erika Klemperer (violin) and Gordon Back (piano). He serves on the board of the Richmond Symphony and has served on the boards of the Boston Symphony Orchestra and Berklee College of Music. Earlier in his career he was President of Chamber Music America, director of the highly ranked Butler School of Music at the University of Texas at Austin, and dean of the Conservatory at the Cleveland Institute of Music.
Dr. Crutcher was the first cellist to receive the doctor of musical arts degree from Yale, where he also earned his master’s degree. During his graduate study, he received a Fulbright Fellowship, a Ford Foundation Doctoral Fellowship, and a Woodrow Wilson Fellowship. A Phi Beta Kappa graduate of Miami University, he has received honorary degrees from Wheaton College (Mass.), Colgate University, and Muhlenberg College.

Dr. Crutcher and his wife, Dr. Betty Neal Crutcher, are parents of Sara Elizabeth Crutcher, a graduate of Hampton University who lives in Detroit.

Dr. Stephen Bisese

The Westhampton College Dean reports directly to Dr. Stephen Bisese, Vice President for Student Affairs. Dr. Bisese has served as Vice President for the Student Development Division since 2006. He oversees offices who work collaboratively to create a dynamic campus community, offer services for healthy living, and provide learning resources that build on the classroom experience. Before his appointment as Vice President for Student Affairs, Dr. Bisese served as Dean of Richmond College and early in his Student Affairs career served as an Area Coordinator for Richmond College. The leadership and advocacy Dr. Bisese shows toward all students at Richmond has been acknowledged by his being chosen as the recipient of the Administrator of the Year award from the Student Government Association multiple times during his Richmond career. Dr. Bisese’s peers, both locally and nationally have also honored his service with the Virginia Association of Student Personnel Administrators Outstanding Contribution as a Professional Award and the ACPA Commission IV Service Award.
The City of Richmond

The University of Richmond is advantaged by its location in the city of Richmond, Virginia. In 2015, The Huffington Post named Richmond one of the ten best U.S. cities to which to relocate, and the previous year Frommer’s travel guide named Richmond a top world-wide travel destination, citing Richmond’s historic sites, world-class food scene, and James River, which offers Class III and IV white-water rapids right in the heart of the city. Dynamic and cosmopolitan, Richmond is home to Fortune 500 companies, tech start-ups, a Federal Reserve bank, and the state capital. The city also consistently wins awards for its livability, affordability, and cultural riches. Within two hours of the Richmond metropolitan area is Washington, D.C. to the north, the Shenandoah Valley to the west, and Atlantic Ocean beaches to the east. The University is located just within the city limits, a 12-minute drive from downtown.

The University’s location allows for extraordinary teaching and research opportunities in the city, in the area schools, in the state museums, and on the James River. These resources are a laboratory for civic and experiential teaching and learning. The University’s downtown location, UR Downtown, provides a café and teaching and office space for students, faculty, visiting scholars, and business leaders.
Procedure for Candidacy

Inquiries, nominations and applications are invited. Review of applications has begun and will continue until the position is filled. For fullest consideration, applicant materials should be received by February 10, 2016. Candidates should provide a resume, a letter of application that addresses the responsibilities and requirements described in the Leadership Statement, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. These materials should be sent electronically via e-mail to the University of Richmond’s consultant Sheila Murphy at smurphy@wittkeiffer.com. The consultant can be reached by telephone at 630-575-6936.

*The University of Richmond values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

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