



Dean, Robins School of Business  
University of Richmond  
Richmond, Virginia

## THE SEARCH

The University of Richmond seeks a visionary and collaborative leader to serve as the next dean of the Robins School of Business. This is an exceptional opportunity to lead a top-ranked, AACSB-accredited business school at a university that combines one of the best liberal arts colleges in the nation with excellent professional schools, an impressive record of scholarship, and a strong culture of student mentorship. As an integral part of Richmond's academic community, the Robins School plays a vital role in the university's success. The next dean will continue to strengthen Robins' already distinguished reputation and advance the University's mission to prepare graduates for lives of purpose, thoughtful inquiry, and responsible leadership in a diverse world.

Ranked 22<sup>nd</sup> among liberal arts colleges by *US News & World Report*, the University of Richmond is home to an intellectually rich and diverse community of 3,700 students. Organized into five schools and well-resourced to meet its high ambitions, Richmond is nationally recognized for the stellar experience it provides to students. The University of Richmond is the nation's only top liberal arts college that is also home to a top-20 undergraduate business school, the first undergraduate school of leadership studies in the nation, a highly regarded school of law, and a school of professional and continuing studies that reaches thousands of individuals in the region each year.

Celebrating more than 75 years of impact, the Robins School continues to shape business as a force for good, empowering students to launch ventures, drive innovation, and create positive change locally and globally. Robins combines rigorous academics with experiential learning and global consulting opportunities. Its innovative curriculum integrates emerging themes such as artificial intelligence and sustainability, ensuring graduates are prepared to lead in a rapidly evolving marketplace. With 103 faculty, 14 Executives-in-Residence, and a strong emphasis on mentorship, research collaboration, and career readiness, students gain both technical expertise and a sense of purpose. Robins is home to approximately 454 undergraduate students and more than 70 graduate students across the part-time MBA, MS in Management, and Executive Education programs.

Building on the school's distinctive strengths, the next dean will be a visionary leader who fosters collaboration, engages and energizes alumni, and expands strategic partnerships with local businesses, global industry, and educational institutions. The dean will collaborate with faculty and staff to articulate and implement a clear, strategic vision; elevate the school's regional, national, and global profile; enhance the student experience; expand experiential learning and research opportunities; and support professional development for faculty and staff. Serving as both a visible campus presence and an external ambassador, the successful candidate will champion teaching and scholarship, demonstrate outstanding communication and interpersonal skills, political acumen, and high energy, and bring a deep commitment to collaboration across campus and beyond.

The University of Richmond has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next dean of the Robins School of Business. Please direct all applications, inquiries, and nominations to Isaacson, Miller as indicated at the end of this document.

## THE UNIVERSITY OF RICHMOND

The University of Richmond offers a distinctive educational experience where academic and campus life are well integrated, and the student-faculty relationship is at the core. Richmond has an endowment of approximately \$3.5 billion as of June 30, 2025. The university offers both the close-knit community of a small college and opportunities that rival those of larger institutions, including innovative research, professional schools, a strong Division I athletics program, and a location connected to a vibrant and dynamic city and region.

The university is organized into five schools (Arts and Sciences, Business, Leadership Studies, Law, and Professional and Continuing Studies), the first three primarily serving traditional undergraduate students and the latter two graduate and adult learners. Student retention and graduation rates are excellent, and the average high school GPA for incoming students is 3.81 and SAT is 1440. Over one quarter of students identify as students of color, and ten percent are first-generation college students. Ten percent are international citizens. The *Richmond In Reach* program, also known as need-based aid, is available to all eligible, full-time undergraduate students who are U.S. citizens or permanent residents. Through this program, Richmond commits to meeting 100 percent of a student's demonstrated need, as determined by the Office of Financial Aid. If a student is a U.S. citizen or permanent resident, Richmond practices need-blind admission — meaning, they do not consider financial need when making admission decisions for first-year applicants.

The university offers 64 traditional undergraduate majors as well as minors and concentrations. It offers a wide array of high-impact educational practices from undergraduate research to experiential education to living-learning communities. The new general education curriculum engages students in innovative relevant modes of inquiry across all four years of their education, preparing them to build their networks and map their journeys through the university by forging pathways that are not always linear, but are connected and integrated.

Richmond's learning and research environment is grounded in the liberal arts and is enriched by a singular integration of learning and scholarship across its five schools. It is defined by a culture of mentorship, interdisciplinary connections, collaboration, small class sizes, and robust curricular and co-curricular opportunities, guaranteeing students close interaction with faculty and the ability to shape their academic experience. Personal engagement of students with experienced, committed faculty is an institutional hallmark. Richmond's 3,050 undergraduates enjoy a student-faculty ratio of seven-to-one. The university also emphasizes the importance of international experiences and educationally grounded civic engagement in transforming student learning and preparing students to be engaged citizens in a complex world. Consistently recognized among the nation's most beautiful campuses, Richmond offers outstanding academic and residential facilities.

## THE ROBINS SCHOOL OF BUSINESS

The Robins School of Business traces its roots to 1949, when the School of Business Administration was established at the University of Richmond. The school received AACSB accreditation in 1965, launched its MBA program in 1976, and was named the E. Clairborne Robins School of Business in 1979. Consistently highly ranked, the school celebrated its 75<sup>th</sup> anniversary in 2023.

The Robins School of Business is deeply committed to preparing students for leadership in a rapidly changing business landscape. Robins has a strong culture of collaboration and innovation and encourages interdisciplinary learning. Programs and assets like the [Student Managed Investment Fund](#), the [Professional Selling Program](#), the [Lessing Trading Floor](#), and the [Spider Business Hub](#) exemplify this, as do Robins' hands-on consulting projects and opportunities to engage with local businesses and global markets. It is common for Robins students to launch startups, including through [Bench Top Innovations](#), compete in international case competitions, and 65 percent of Robins students study abroad. Through the Richmond Guarantee, every undergraduate student is eligible to receive a fellowship of up to \$5,300 for an unpaid or underpaid summer internship or faculty-mentored research project.

Robins is home to 69 tenured and tenure-track, 19 full-time continuing, and 13 adjunct faculty members. The school also has several endowed chairs at the full-professor level who, along with other faculty, conduct significant cutting-edge research. Robins is proud of its low student-to-faculty ratio and small classes of roughly 20 students. Faculty at Robins are not only exceptional teachers but also active scholars and mentors who work closely with students on research, experiential learning, and professional development. They engage in theoretical, empirical, applied, and pedagogical scholarship. Consistent with Robins' mission, faculty scholarship addresses important domestic and global topics in business and economics, including business and marketing strategy, management practices, understanding and targeting diverse consumers, auditing and financial reporting standards, financial markets, monetary policy, data analytics and operations, entrepreneurship, and sustainability. Practical and ethical business issues also drive their research, particularly in the areas of business education, consumer welfare, stakeholder theory, and professional and business policy. Robins' 17 committed staff members provide a range of vital services, special events planning, and logistical organization to the school. They are dedicated to the student experience and aim for excellence and innovation in their work. With a deep

commitment to shared governance, Robins staff and faculty are active in committee service to the school and the university, including the Robins School Academic Council, which works closely with the dean in advancing the school's mission and strategic direction. Along with a nationally recognized faculty, Robins also has 14 Executives-in-Residence. These are C-suite-level individuals who provide additional mentorship to students. Participating executives include corporate presidents, CEOs, vice presidents, and other leaders of the business world. Beyond academics, there's a strong sense of community—traditions like the Sophomore Declaration Ceremony and robust alumni engagement create a network that supports both students and faculty.

## Academics

The Robins School of Business consists of six academic departments: Accounting, Analytics & Operations, Economics, Finance, Management, and Marketing. The school offers three primary undergraduate majors—Accounting, Business Administration, and Economics—alongside minors in Business Administration and Entrepreneurship, and additional concentrations in Finance, International Business, Management Consulting, Marketing, Business Analytics, and Entrepreneurship. Students who major in Business Administration are required to select at least one primary concentration along with options for additional concentrations. At the graduate level, Robins provides a part-time MBA, a full-time MS in Management, and Executive Education programs.

The Richmond MBA is a part-time program designed for local working professionals who want to advance their careers or pivot to new opportunities. Offered in a two-year cohort format, classes meet two evenings per week, allowing students to immediately apply what they learn at work. Professional development is central to the program, featuring mentorship, leadership events, one-on-one career coaching through the Executive in Residence program, and networking opportunities with Richmond's business community.

In 2023, Robins launched a one-year MS in Management program, created for students with liberal arts degrees or concentrations in STEM. The program aims to give students a comprehensive understanding of business fundamentals with an emphasis on innovation and the analytics used across top businesses worldwide.

## Strategic Plan

The Robins School of Business [Strategic Plan 2025–2030](#) outlines a vision to develop technology-enabled, human-centered, and globally-minded leaders who create societal value through rigorous, innovative business education. The plan emphasizes integrating liberal arts, experiential learning, and professional development while fostering a culture of respect and collaboration. Core principles include cultivating uniquely human skills—critical thinking, ethical reasoning, creativity, and empathy—alongside global awareness and technological fluency. By leveraging AI, analytics, and digital tools responsibly, the school aims to prepare graduates who think broadly and act boldly in shaping the future of business.

The strategy is organized around four goals:

- *Student Learning and Development*, focusing on curriculum relevance, experiential learning, global education, and career readiness;
- *Faculty and Staff Excellence*, promoting professional growth, research impact, and global engagement;
- *External Engagement and Societal Impact*, strengthening ties with businesses, alumni, and entrepreneurial ecosystems to drive innovation and community impact;
- *Culture and Community*, fostering respect, collaboration, sustainability, and interdisciplinary engagement.

Through these initiatives, the Robins School seeks to position itself as a future-focused, values-driven institution that equips students and faculty to lead responsibly in a diverse world.

### Executive Advisory Council

The Executive Advisory Council of the Robins School of Business is committed to advancing the school's reputation and strengthening its Executive Education offerings. Council members serve as ambassadors, fostering relationships and networking opportunities in the greater Richmond area, targeted regions, and key business sectors. In addition to outreach, the Council acts as a trusted advisory resource, offering insight on strategic planning and participating in task forces as needed. Members also enrich the academic experience by serving as guest speakers, panelists, and judges for signature events, helping secure external speakers, and facilitating student internships and MBA international residency opportunities.

## UNIVERSITY LEADERSHIP

Dr. Kevin Hallock became the University of Richmond's 11<sup>th</sup> President in August 2021. In his [inaugural address](#) in April 2022, President Hallock identified five key areas of opportunity for the University of Richmond: academic excellence, belonging, access and affordability, well-being, and experiential learning and community engagement, which are now pillars of UR's [strategic plan](#). As a labor market economist, President Hallock is passionate about data, and he values a culture of collaboration and deep engagement where data, expertise, and thoughtful ideas are highly valued. Prior to joining Richmond, President Hallock served on the faculty of Cornell University for 16 years, where he was Founding Director of the Institute for Compensation Studies and Dean of the Cornell SC Johnson College of Business. A fellow of the National Academy of Human Resources and a research associate at the National Bureau of Economic Research, President Hallock graduated summa cum laude and Phi Beta Kappa with a Bachelor of Arts degree in economics from the University of Massachusetts at Amherst and earned a PhD in economics from Princeton University.

Dr. Joan Saab became the executive vice president for academic affairs and provost in July 2023. Provost Saab oversees the university's academic mission, including curriculum, research, budgets, and faculty development. Previously, she held leadership roles at the University of Rochester as the Susan B. Anthony Professor of Art History and executive vice provost of academic affairs. A noted scholar in visual and cultural studies, she has authored several books and is a sought-after presenter. Provost Saab earned her undergraduate degree in English and art history from Tufts University, her master's in American Civilization from The George Washington University, and her Ph.D. in American Studies at New York University.

## RICHMOND, VA

Richmond, the capital of Virginia, is host to a number of federal and state agencies, a dynamic biotech research center, a highly respected teaching hospital, a Federal Reserve Bank, two of the nation's top 100 law firms, and five Fortune 500 companies. The metropolitan population is 1.37 million, and Richmond's neighborhoods showcase a diversity of settings, building styles, and demographics. The campus location in the west end provides options for urban, suburban, or rural residential lifestyles within a few easily commutable miles of campus.

The area has a strong network of public and private schools and is home to seven colleges and universities as well as the Virginia Museum of Fine Arts; the Richmond Symphony; the Virginia Opera; the Richmond Ballet; the Lewis Ginter Botanical Gardens; and the Flying Squirrels, a double-A San Francisco Giants affiliate baseball team. The James River runs through the center of the city and offers white-water rafting, canoeing, kayaking, tubing, and fishing. The city and surrounding area have a great local food scene, with some 900 restaurants offering a wide variety of cuisines, plus many microbreweries, distilleries, and wineries. The city of Richmond was recently ranked by Forbes as the fifth-best U.S. city for jobs and is frequently recognized for its creativity and livability. For more information about Richmond and the surrounding area, visit: [www.visitrichmondva.com](http://www.visitrichmondva.com).

## ROLE OF THE DEAN

Reporting to the executive vice president for academic affairs and provost, the dean will serve as the lead academic and executive officer of the Robins School, overseeing all areas of its operation and a budget of roughly \$27.5 million. The dean will be a present and engaged leader on campus and will be tasked with developing and guiding the school's dynamic and accomplished community of scholars and business professionals. As a member of the University Academic Cabinet, the dean collaborates with other deans and academic affairs leaders and represents the school in academic administrative matters. Reporting to the dean is a team comprising an senior associate dean of undergraduate programs, director of special events, director of marketing, director of budget and operations, director of the center for professional skills and development, associate dean for graduate and executive programs, associate dean for international business programs, and the assistant to the dean and faculty support specialist. The dean oversees the Robins Academic Council, a key leadership body within the school comprising the senior associate dean, the associate deans, the director of accreditation, and the six department chairs.

## KEY OPPORTUNITIES AND CHALLENGES

The Dean of the Robins School of Business will:

**Support and actualize the Robins School's strategic vision while continuing to build on its distinctive brand and identity.**

In close collaboration with students, staff, faculty, alumni, and external partners, and leaning into the themes of the 2030 strategic plan, the dean will position the school at the forefront of business education amid a rapidly evolving landscape. By leveraging existing strengths, advancing strategic priorities, and fostering a cohesive and vibrant community, the dean will ensure the school's reputation continues to grow locally, nationally, and globally while guiding it confidently into its next era of distinction. The dean will also articulate and champion the school's unique value, building on a strong legacy of innovation, academic excellence, and mission-driven education within a liberal arts university.

**Continue the tradition of developing innovative, forward-thinking curricula and programs to address the changing marketplace in business education.**

The Robins School is undergoing a faculty-led curriculum evaluation for undergraduate education, with plans to begin a similar process for graduate programs as well. The dean will ensure that, through these processes, both new and existing programs and curricula reflect and respond to the dynamic, fast-paced global business community. The next dean will understand the value of internationalization for Robins and continue to secure long-term partnerships with international institutions. The dean will have a keen eye on the present and future needs of the business sector and identify opportunities in the curriculum and in experiential education so that Robins graduates continue to be in demand and fully prepared to serve as the most effective and innovative business leaders.

Robins' part-time MBA is well-known for its success in offering Richmond-based professionals an in-person premier experience. With an average class size of 15 students, the part-time MBA has the opportunity to expand its enrollment. Robins has engaged a marketing firm to strengthen recruitment in this effort.

**Strengthen the Robins School's operational and financial sustainability by assessing resource allocation and revenue growth.**

Amid the increasingly complex financial, technological, and global pressures shaping higher education, the dean must demonstrate exceptional resource management capabilities while guiding the Robins School toward even greater financial resilience. The dean will help define mission-aligned priorities for the school while deepening partnerships with corporate collaborators and seeking new avenues for financial investment in a highly competitive environment. Success in this role will require a leader with sound financial judgment and an entrepreneurial approach to identifying and pursuing revenue-generating opportunities in concert with the University's budget office.



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**Proactively engage in external fundraising, business partnerships, and alumni engagement.**

The next dean will devote time to philanthropy, partnering closely with the university's advancement team to strengthen relationships with existing donors while cultivating new supporters. As an active presence in Richmond, the broader Virginia business community, and beyond, the dean will serve as Robins' chief ambassador, sharing the school's story with enthusiasm and clearly conveying the significance of a Robins education and the University of Richmond. A key priority will be strengthening ties with businesses and entrepreneurial ecosystems to drive innovation and community impact in collaboration with other campus partners. Building on Richmond's deep sense of community and the loyalty of alumni who remain eager to engage, the next dean will also expand alumni involvement, leveraging current momentum to create additional opportunities for outreach and participation.

**Recruit, retain, and advocate for staff and faculty.**

The dean will lead a school defined by its close-knit community and high-caliber staff and faculty, nurturing a vibrant and supportive culture that promotes professional growth and long-term success. They will foster a workplace that values staff development and recognizes their indispensable contributions to the school's mission. Building on Robins' strong reputation for academic excellence, the next dean will creatively recruit and retain talented faculty, invest in the conditions that enable innovative research, interdisciplinary collaboration, and impactful teaching, and ensure clear pathways for promotion and tenure. Robins operates under a teacher-scholar model, which emphasizes a strong academic culture as well as a reputation for impactful research across disciplines. A key priority moving forward will be enabling and supporting the cutting-edge research faculty are actively engaged in. As an enthusiastic and vocal supporter of faculty, the dean will celebrate their achievements across campus and beyond while clearly conveying their aspirations and concerns to leadership. Through this commitment, the dean will inspire deep dedication to the school's mission and strengthen morale across all levels of the academic community.

**Foster inclusion and belonging.**

The dean will be a skilled communicator and attentive listener, capable of sharing information transparently, encouraging honest dialogue, and creating an environment where ideas can be exchanged openly. They will guide the community in engaging authentically across both shared interests and areas of difference and creating an atmosphere of inclusion and belonging within the Business School. While ensuring that all voices are included, the dean will pair broad consultation with timely, thoughtful decisions, fostering a campus culture that is relentlessly welcoming, values diverse perspectives, and responds proactively to challenges and emerging opportunities.



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**Work across the University of Richmond to strengthen relationships and create opportunities for interdisciplinary collaboration and innovation.**

In addition to overseeing the strategic direction of the Robins School, the dean is a senior academic leader at Richmond, welcoming and seeking ways to collaborate with other units for mutual benefit. The dean will join a friendly and highly collaborative group of school deans who work together to solve shared challenges and promote best practices. As a thought leader, the dean will elevate the school's reputation, voice, and opportunities for impact both on campus and externally. The dean will work collaboratively to further opportunities for students and programmatic initiatives that cut across traditional boundaries and have the potential for a transformational impact.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess many, if not all, of the following qualifications and characteristics:

- An ability to work collaboratively with campus leaders in charting the course for business education in alignment with the university's strategic priorities;
- An understanding of, and deep appreciation for, a liberal arts education;
- A demonstrated understanding of and experience with the AACSB accreditation process;
- Experience with undergraduate student education with a focus on academic quality, experiential learning, community engagement, technology, and global perspectives;
- Experience with graduate programs, working with high-achieving professional graduate students, and understanding various teaching modalities;
- A demonstrated commitment to recruiting and retaining a talented and diverse faculty and staff, and to supporting their academic and professional aspirations;
- Strong financial management skills, including the ability to manage finances, communicate the relationships between academic priorities and budgeting, and transparently align strategic initiatives with long-term budget planning and University priorities;
- Experience developing new revenue streams, including private fundraising, solicitation of grants and contracts, and alumni and corporate outreach;
- Respect for individuality and a commitment to promoting inclusion and belonging as an important component of academic excellence;
- An energetic, entrepreneurial, and collaborative leadership style that inspires students, staff, and faculty, and builds pride in and commitment to the Robins School of Business and the University;
- The ability to be a passionate and tireless external advocate for the school and the University to drive brand awareness and differentiate Richmond and Robins in a competitive market;
- A compassionate, inspiring leader who possesses emotional intelligence and can foster an environment that values respect, collegiality, and open communication;
- An academic or professional record of success that would support an appointment to the rank of full professor with tenure at the University of Richmond.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications (including CV and cover letter), inquiries, and nominations should be submitted in confidence to:

Kate Barry, Managing Partner  
Kristen Andersen, Senior Associate  
Kaitlin Cruz, Managing Search Coordinator  
via the [Isaacson, Miller website](#)

*The University of Richmond is committed to developing a diverse faculty, staff, and student body, and to modeling an inclusive campus community which values the expression of differences in ways that promote excellence in teaching, learning, personal development, and institutional success. In keeping with this commitment, our academic community strongly encourages applications from candidates from diverse backgrounds and candidates who support diversity.*

*This document has been prepared based on the information provided by the University of Richmond. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by the University of Richmond would supersede any conflicting information in this document.*