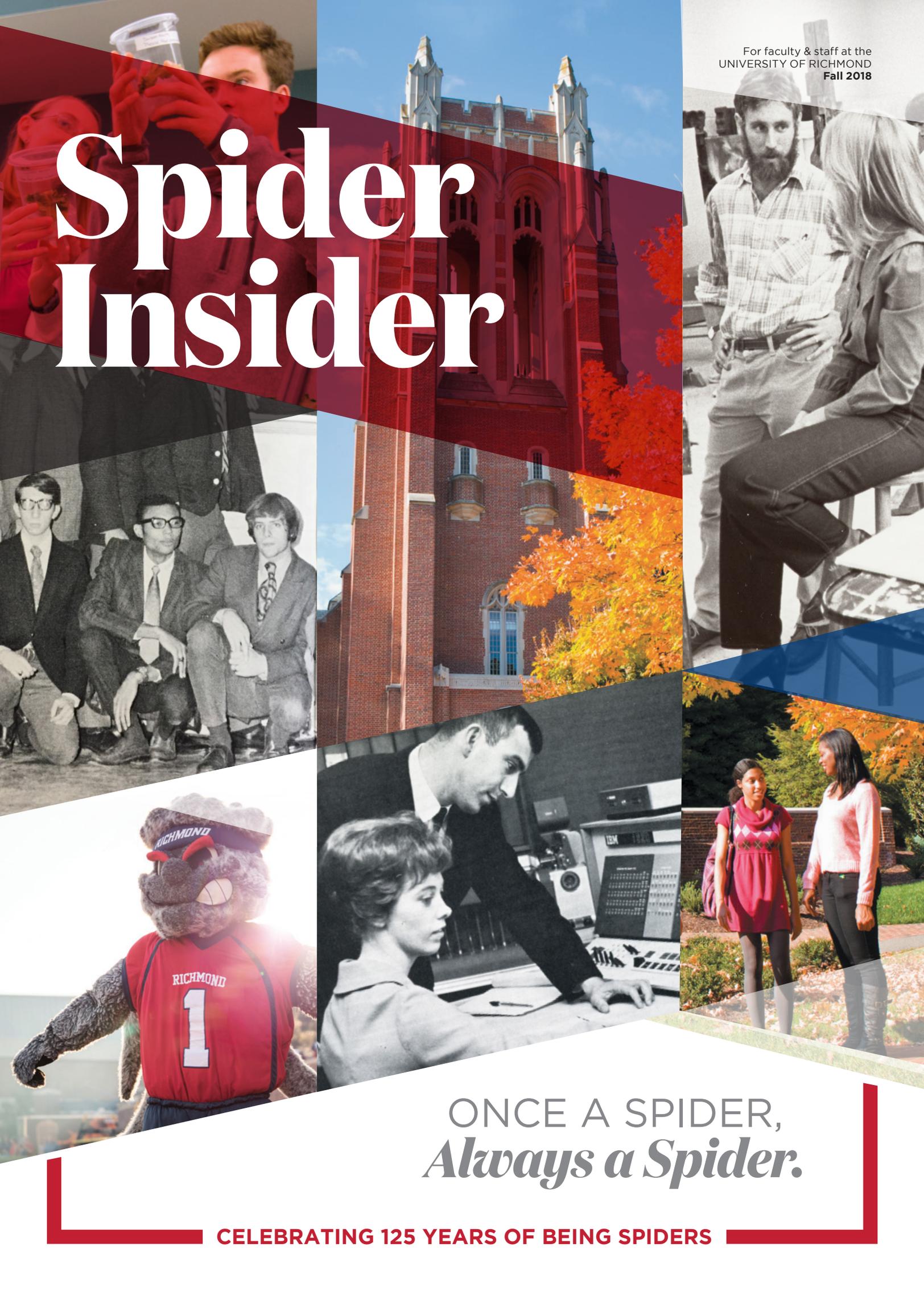


For faculty & staff at the  
UNIVERSITY OF RICHMOND  
Fall 2018

# Spider Insider



ONCE A SPIDER,  
*Always a Spider.*

CELEBRATING 125 YEARS OF BEING SPIDERS



### **WE'RE NOT KIDDING**

When invasive plants needed to be removed last spring from the Gambles Mill Corridor and Little Westham Creek as part of the development of an eco-corridor, the Office for Sustainability turned to a unique source of help.

Approximately 100 goats — including a dozen born right here on campus — cleared roughly 10 acres during their five-week stay.

UR's use of goats caught the attention of more than 100 media outlets nationwide, from the *Richmond Times-Dispatch* to the *San Francisco Chronicle* and *The Seattle Times*.

# Spider Insider

Fall 2018

## AROUND THE LAKE

- 2 Media Mentions  
International Competition Puts Richmond on World Stage
- 3 A Bright Idea: Solar project to offset electricity needs  
Social Buzz
- 4 Mapping History: Digital Scholarship Lab receives international attention
- 6 Telling Our Story: Branding initiative showcases what makes Richmond distinctive
- 7 Removing Barriers: Innovative URISE program sustained by alumni philanthropy  
Dining Staff Relish Mentor Role
- 8 Beyond Ordinary: Summer experiences are standard at Richmond
- 10 A Culture of Compliance  
Determined Achievers: The Class of 2022
- 11 All's Well: On the leading edge of advancing well-being
- 12 Celebrating 125 Years of Being Spiders
- 14 Career Paths: New Career Framework initiative  
Accolades
- 15 Tech Partners: IT Plan emphasizes academic support, stewardship

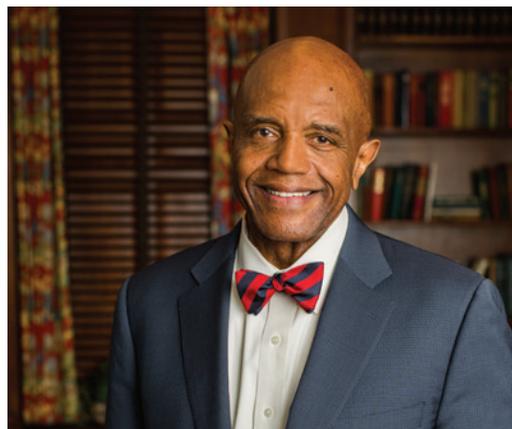
## PEOPLE

- 18 Our Accomplishments
- 19 2018 Distinguished Educators
- 20 New and Reappointed Endowed Position Holders
- 22 Game Plan: A conversation with John Hardt
- 23 Linda Boland: New faculty athletics rep
- 24 New Hires  
Moves  
Retirements

**We welcome your input.** Send your story ideas or comments to [spiderinsider@richmond.edu](mailto:spiderinsider@richmond.edu).

Vice president for University Communications: **John M. Barry**  
Assistant vice president for communications and digital engagement: **Phillip Gravely**  
Assistant vice president for marketing and brand integration: **P. David Johnson**  
Editor: **Cheryl Spain**  
Design: **Samantha Tannich** and **Gordon Schmidt**  
Photography: **Jamie Betts**  
Staff contributors: Ashley Bentley, Sunni Brown, Lindsey Campbell, Sam Campbell, Catherine Amos Cribbs, Chad Devers, Matthew Dewald, Joedy Felts, Pryor Green, Debbie Hardy, Kevin Heraldo, Suzanne Hofmann, Brian Ivasauskas, Pamela Lee, Katie McBride, Joe Minick, Cynthia Price, Chris Romero, and Aggrey Sam

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## Our Truth

The beginning of each new academic year brings a renewed sense of optimism and creativity and reminds us that what we do matters. This year in particular, as we look with anticipation to the days and weeks ahead, I encourage us to glance backward. This year marks the 125th anniversary of us becoming the Spiders. You'll learn more about that in the pages to come.

And as we begin a new semester, one of our fellow Spiders is particularly on my mind. Fifty years ago this fall, Barry Greene became the first African-American student to reside in one of our residence halls. I had the pleasure of sitting down with Mr. Greene recently to discuss his decision to enroll at Richmond, his experience on our campus, and his life's path after Richmond. Excerpts of my conversation with Mr. Greene will be published in the fall issue of *University of Richmond Magazine*.

Mr. Greene offered candid reflections on his trailblazing experience, saying: "Well, you have to be honest. You know, it's the truth, and it's going to be the truth 50 years from now."

It's true that the University has made tremendous strides toward increasing diversity and providing greater access and affordability since 1968. But what improvements can we still make to the truth that will be told of us 50 years from now?

Through our strategic goal to create a thriving and inclusive University community and the work of the President's Advisory Committee for Making Excellence Inclusive, we are pursuing transformative initiatives in diversity and inclusivity, as well as continuing to advance our work in well-being and sexual misconduct prevention and education. All of these efforts emerged from an honest assessment that we could do more and be better. Working together with you, I hope (and expect) that history will one day show all that we did to make the University a stronger and even more welcoming community.



Ronald A. Crutcher  
President

## MEDIA MENTIONS



“We must do a better job of telling all our constituents why diversity matters, how it matters, and then identify positive steps toward moving past representational diversity to foster greater inclusivity and its many benefits,” wrote President **RONALD A. CRUTCHER** in the opinion piece “Diversity is good for business, not just social justice, and colleges should say so.”

## howstuffworks

When a math amateur named Aubrey de Grey, who does problems in his spare time for relaxation, moved the needle on a solution to a decades-old problem, the media turned to mathematics professor **DELLA DUMBAUGH** for insight. “Before long, you start to recognize patterns, and, in time, you start to propose theory to support your observations. That’s the essence of being a mathematician,” Dumbaugh said.



**BEDELIA RICHARDS**, associate professor of sociology, highlights five questions an institution can ask to determine, “Is Your University Racist?” “Colleges and universities that are serious about being equitable and inclusive must pay attention to where power is concentrated within their institutions,” she wrote.

## The New York Times

The duty associated with leading in a new direction now is “that obligation to inspire people to do something that’s right,” said **SANDRA J. PEART**, dean of the Jepson School of Leadership Studies in the article “Having the Courage to Change the World.” “There’s a social obligation for those taking on positions of leadership,” she said.

Law professor **JOEL EISEN**, an energy law expert, was quoted in “Trump Orders a Lifeline for Struggling Coal and Nuclear Plants.” “The idea of superseding the market for a full two years and directing that purchases be made from specific plants is well beyond any existing use of these statutory powers,” Eisen said.

## TheStreet

Associate professor of economics **MAIA LINASK**, an expert on international trade, was quoted in “WTO Withdrawal by U.S. Would Cause Layoffs and Retaliation, Experts Say.” “This would put U.S. businesses at a severe disadvantage in foreign markets since businesses in WTO member countries would not be subject to those higher tariff rates,” she said.

## THE CHRONICLE OF HIGHER EDUCATION

“The Future of Learning and How It Could Change Your Classroom” features associate clinical professor of law **TARA LOUISE CASEY**, who discusses how she has made her office space more inviting for students. “Casey decluttered her office to avoid sending the unspoken message that she is too busy to meet with students. She swapped out her original desk for a smaller one, which allowed her to add chairs, an ottoman, and a small table ‘on which sits a box of tissues,’ creating a more inviting place for students to sit down and talk.”

## SUN CURRENT

**BRENDAN HALLIGAN**, associate director of experiential learning, exploration, and assessment in Alumni and Career Services, details The Richmond Guarantee, which provides undergraduates a fellowship of up to \$4,000 for at least one summer research or internship experience, in the column “Concerning College: Undergrads cash in on East Coast college internships.”

**Additional media mentions are available at [news.richmond.edu/placements](https://news.richmond.edu/placements). For more information, please contact University Communications’ Media and Public Relations team: **Cynthia Price, Sunni Brown, and Lindsey Campbell**.**



## INTERNATIONAL COMPETITION PUTS RICHMOND ON WORLD STAGE

The “Olympics of the violin” are coming to Richmond, and the University of Richmond will be one of the hosts.

The 2020 Menuhin Competition, the world’s leading international competition for young violinists, will be held in Richmond May 14–24, 2020. The winning bid, endorsed by the city of Richmond, included a coalition headed by the Richmond Symphony with co-hosts University of Richmond, Commonwealth Public Broadcasting (WCVE), and Virginia Commonwealth University. This will be only the second time the competition has been held in the United States — the first was in Austin, Texas.

Some of the events will be held right here in the Modlin Center, showcasing our campus to the world and providing members of the University community with firsthand access to this highly regarded international event.

“It’s a big, big deal,” said President Ronald A. Crutcher, upon learning that Richmond had been selected. “I’m delighted that the University of Richmond is part of this because the competition embodies much of what is important to our University. The competition provides these young people with opportunity to compete, succeed, and see the world. And the greater community will hear amazing performances and learn about other cultures.”

President Crutcher played a key role in securing the bid. His fellow members of the Klemperer Trio, violinist Erika Klemperer and pianist Gordon Back, visited Richmond in April to perform at the Modlin Center and, while here, explored the city and attended the Richmond Symphony. Back, artistic director of the Menuhin Competition Trust, was impressed with both the symphony and the city and suggested that Richmond apply to host.

The event, founded in 1983 by Yehudi Menuhin, an American-born violinist and conductor, is expected to attract worldwide attention and visitors from around the globe. Past host cities include London, Beijing, Oslo, and Geneva.

*For the latest information about the competition, visit [menuhincompetition.org](https://menuhincompetition.org).*



## A Bright Idea

Solar project to offset 100 percent of electricity needs by 2020

Two years ago, the University of Richmond cut the ribbon on Virginia's first solar array project, installed right here on our campus. Now, a new Spider Solar project is kicking our commitment to renewable energy up a notch.

Spider Solar, the University's agreement to purchase renewable energy from a developing solar energy facility in Spotsylvania County, will offset 100 percent of the University's current electricity needs once it goes online in 2020. Richmond will then become the first institution of higher education in the Southeast to match the entirety of its electricity needs with solar energy. Spider Solar will also neutralize nearly 60 percent of UR's overall greenhouse gas emissions, doubling our original goal of reducing emissions 30 percent by the expected launch date.

***“We’re minimizing our exposure to the energy market and ultimately have more control forecasting our utility expenses.”***

“Spider Solar follows an arc of UR's deepening environmental commitment, from energy-efficient practices, to on-site solar, to this large-scale renewable energy project that has benefits well beyond our campus boundaries,” said sustainability director Rob Andrejewski.

Mark Detterick, senior associate vice president of finance and administration, says the agreement continues the University's commitment to both environmental and financial stewardship.

“With Spider Solar, we’re minimizing our exposure to the energy market and ultimately have more control forecasting our utility expenses,” Detterick said. “This is a win-win situation, as we will be directly responsible for introducing additional renewable energy onto the grid without incurring the cost of owning or operating a large solar facility.”

For more information on the Spider Solar project, visit [sustainability.richmond.edu](http://sustainability.richmond.edu).

## SOCIAL BUZZ

A roundup of reactions to posts on @urichmond:



How cool! Interesting that the undergrads they show working in the lab are mostly female. Julie [Pollock] is an inspiration for young women in science! Impressive!

—Julie Spyker Paulus via Facebook referencing a recent Spider Talks video



I was at UofR from '75–80 when [Bruce Heilman] was the University President — a remarkable man.

—Steve Holt via Facebook

Dean [Michelle] Rahman personally contacted me to offer a place in the incoming class Fall 2003 at Richmond Law. I immediately accepted. Congrats on your retirement Dean Rahman. You've earned it.

—@KellyFinley via Twitter

[Doug Winiarski] was my capstone professor for American Studies. Great guy all-around.

—Andrew Jones via Facebook



Connect with us on Facebook, Twitter, and Instagram: @urichmond

3D-rendered view of  
Richmond's capitol  
building from 1853,  
with St. Paul's Church  
in the background



**EXPLORE**  
Learn more about the  
DSL's maps at  
[dsl.richmond.edu](http://dsl.richmond.edu).

# Mapping History

UR's Digital Scholarship Lab receives international attention for its historical maps

Part of Boatwright Memorial Library, the Digital Scholarship Lab (DSL) has been receiving national and international attention for American Panorama, a historical atlas of the United States for the 21st century.

Funded by a \$750,000 grant from the Andrew W. Mellon Foundation and launched in late 2015, American Panorama has been featured in *The New York Times*, *Slate*, *NPR*, *Wired*, *Forbes*, and more. In 2016, Panorama was named among *The Chronicle of Higher Education's* tech innovations of the year, and one of its maps was included in *National Geographic's* best maps of the year.

Hundreds of thousands of people, including educators and journalists all over the world, are using the maps for their classes or research. Zillow recently used one of the DSL's mapping projects to explore long-term disparities in property values. And right here on campus, more and more faculty and staff are realizing the value of this powerful educational resource.

"Many faculty across disciplines here at UR are actively using maps within the American Panorama project, but we would love for even more people to use maps relevant to their classes," said Robert Nelson, DSL director.

For instance, the DSL partnered with Tim Barney, associate professor of rhetoric and com-

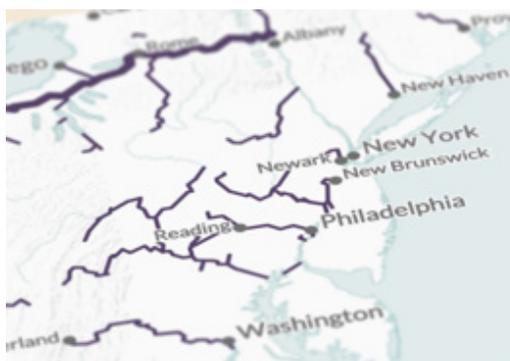
munication studies, and 16 first-year students in his class *The Rhetorical Lives of Maps* to collect the data for the interactive map "The Executive Abroad," which maps the international trips of presidents and secretaries of state. A further collaboration with Barney and Nicole Sackley, associate professor of history and American studies, will result in a map project focusing international aid and grants distributed by the Ford Foundation.

"The work the DSL is doing is so relevant as maps are a wonderful way to illustrate history," Barney said. "Maps not only showcase historical background, but are also important articulations of American national interest and international aspirations."

The DSL is now working on its next project, a map of elections to the House of Representatives, which will be the next big addition to American Panorama. They've also partnered with a variety of faculty, the Bonner Center for Civic Engagement, and the Spatial Analysis Lab to map research collected from the East End Collaboratory, an exploration of Richmond's historic East End Cemetery through a variety of disciplines, including biology, classics, and religious studies.



◀ Detailed view of a “B” grade neighborhood from the Home Owners’ Loan Corporation



◀ Location of canals in the Northeast region of the U.S. during the mid 1800s

**AMERICAN PANORAMA MAPS**

**MAPPING INEQUALITY** pin-points redlining, the practice of denying financial or other services like mortgage financing to residents of certain areas based on race or ethnicity.

This set is the largest online collection of the maps produced by the Home Owners’ Loan Corporation (HOLC) in the 1930s. *\* This popular project will soon be accessible to even more people and include additional information. The DSL is adding data about three dozen new cities and transcribing text from HOLC’s survey program. This project will also be the first mobile-friendly map in American Panorama.*

**RENEWING INEQUALITY** examines American cities and towns impacted by urban renewal projects in the 1950s and ‘60s.

**THE FORCED MIGRATION OF ENSLAVED PEOPLE** shows the movement of nearly

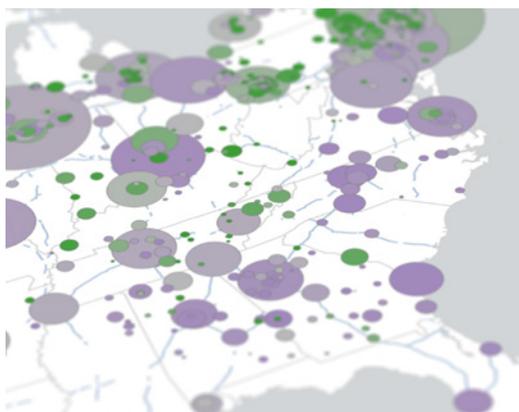
a million enslaved people, the majority via the domestic slave trade, across the South in the half-century before the Civil War.

**THE OVERLAND TRAILS** maps the long and arduous emigrations of men and women over the Oregon, California, and Mormon Trails in the 1840s and ‘50s.

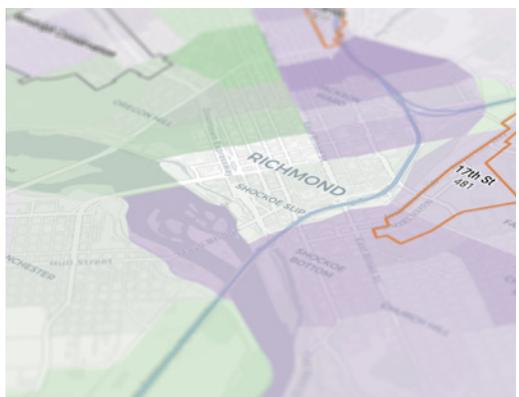
**FOREIGN-BORN POPULATION** explores the connections that tied migrants to the U.S. to the places they were born.

**CANALS** maps the growth of artificial waterways and economic development in the antebellum period by presenting data about the commodities and products that moved across the canals.

**THE EXECUTIVE ABROAD** maps the international trips of presidents and secretaries of state.



Northeast view showing family displacements from 1950–1966



View of Richmond’s family displacements



# Telling Our Story



Richmond's branding initiative showcases the distinctive traits that make us Spiders

If you think you're seeing the University of Richmond showing up in a lot more places this fall, you're right! After a nearly two-year process of refining the University's brand positioning — a highly participatory effort that engaged representatives from across our community — execution of the creative campaign has begun to more effectively and persuasively tell the University of Richmond's compelling story on a national scale.

The campaign focuses on the distinctive traits inherent within us as Spiders — ambition, curiosity, confidence — and celebrates the many ways the University amplifies the traits and talents of the people who are drawn to this inspiring place. Look for print and digital ads, billboards, airport advertising, campus pageantry, a microsite, videos, a television spot, and more.

*Visit [within.richmond.edu](http://within.richmond.edu) to learn more, watch the "brand anthem" video, and read stories of students, colleagues, and alumni who exemplify the power and inspiration of our intellectual community.*



◀ Daniel Pierce, assistant professor of biology, and URISE students use salmonella to characterize how carcinogens mutate DNA.

## Removing Barriers

Innovative URISE program sustained by alumni philanthropy

Every summer, the University of Richmond Integrated Science Experience (URISE) puts 24 incoming students in labs in Gottwald Science Center before they've set foot in their first college class. Members of each cohort develop a sense of community, establish mentoring relationships with faculty, and receive stipends to put the experience in reach for every participant.

Ask biology professor Shannon Jones why the program does any of those things, and she'll give you the same answer for all of them: to remove barriers.

URISE places particular emphasis on recruiting first-generation college students, students of diverse racial and ethnic backgrounds, and students from low-income backgrounds — all groups that are underrepresented in science and mathematics.

"Being inclusive is intentional. You can't just go into a class and expect everyone to feel safe and welcome," Jones said. "You have to put forth effort to make them feel that way."

Launched in 2013, the program has brought clear results: strong enrollment by URISE students with majors in science, technology, and

mathematics — often, with engineering, called STEM — and high graduation rates. However, as the program matured, it faced a barrier of its own. The Howard Hughes Medical Institute grant supporting it lasted only four years. In stepped alumna Ellen Walsh Peck, W'91, and her husband, Bob, who funded URISE for the next five years, keeping it going.

"We got to know the administrators of the URISE program and were very impressed with their dedication, rigor, and results, and the students in the program were likewise fabulous," the Pecks said via email. "We're delighted to be engaged with the University in a way that means so much to both us and the institution."

For Jones, the support was important validation of a program she sees having tangible effects. And, one that lies at the very heart of the University's strategic focus on ensuring that all members of our community are able to thrive.

"People seeing the value of it — that's the only way it's going to continue to function," Jones said. "For people to say, 'We need this program here. This is important for science. And not just science. For our students.'"



### INSPIRED

The impact URISE has on students underrepresented in the STEM fields is recognized well beyond the campus community — it's also garnering national attention. The program recently received the 2018 Inspiring Programs in STEM Award from *INSIGHT Into Diversity* magazine, the largest and oldest diversity and inclusion publication in higher education.

## DINING STAFF RELISH MENTOR ROLE

UR Dining Services staff have always been community-minded, whether it be volunteering at the Richmond Food Bank, donating to the St. Stephen's Episcopal Church food pantry, or supporting local vendors. Most recently, they partnered with the Faison Center, a local nonprofit serving those affected by autism, to help prepare students for employment by developing their food service skills.

The first Faison student began working at Lou's in March. By August, the program had expanded to four students and included Passport Café. Students assist with operations such as washing dishes, sweeping, stocking, packaging, and labeling. They receive class credit for the program and earn the same ServSafe food safety certification, administered by the National Restaurant Association, as UR Dining Services staff.

The students aren't the only ones benefitting from the partnership. Maya Vincelli, assistant director of retail operations, said she loves seeing her staff in leadership roles with the students. "It's incredibly gratifying to see our employees take on something different — and maybe a little difficult — with a great attitude," Vincelli said. "It provides a real sense of purpose."

Weinstein Chair of International Studies Sandra Joireman, Spatial Analysis Lab director Kimberley Browne, and UR Summer Fellowship students traveled to Kenya to digitally map Kenyan settlement schemes with the National Land Commission.



**US, TOO**

For faculty and staff who are seeking support for an international trip to conduct research, enhance UR's international identity, or connect their work to another culture, the Office of International Education offers merit-based Weinstein Grants.

*Learn more at [international.richmond.edu](http://international.richmond.edu).*



# Beyond Ordinary

Signature summer experiences are standard at Richmond

The rigorous academic preparation that leads UR students to become successful alumni is certainly a hallmark of the University of Richmond. But the opportunity for students to take part in signature summer experiences that go beyond the ordinary is an invaluable ingredient in the Spider secret sauce.

Thanks to the Richmond Guarantee, established in 2015, every traditional undergraduate student can receive up to \$4,000 for an unpaid or low-paid summer research or internship experience during their time at UR. That's not something Spiders take for granted — nearly 550 students received more than \$2 million as part of the UR Summer Fellowships program in the summer of 2018.

"UR Summer Fellowships provide access to these opportunities that students may not have otherwise, regardless of financial need," said Brendan Halligan, associate director of experiential learning and assessment. "The holistic impact of the experiences that they have really help inform and supplement everything else they're doing."

A significant portion of Spiders also study abroad during their time at UR. In the summer of 2018, 233 students at the University studied and traveled overseas, and according to Ellen Sayles, associate dean and director of education abroad, approximately 60 percent of the graduating class will have had an international experience. This summer, faculty have led trips to countries including Spain, Germany, Kenya, Turkey, Croatia, and the Czech Republic through the Office of International Education, the School of Continuing and Professional Studies, and a host of other units on campus, including the UR Summer Fellowships program.

"There are so many different offices involved in pieces of the international puzzle, whether it's Brendan encouraging students to take an international internship, or a staff member or faculty member encouraging research abroad, or our own team of international student advisers and study abroad advisers," Sayles said. "It's a very full and rich plate of international opportunities here, and it really supports the experiences that our students have."



Todd Lookingbill, associate professor of biology and associate professor of geography and the environment, led students from UR and Wake Forest to the Australian Outback and Great Barrier Reef for a summer study abroad course on environmental conservation and the biogeography of Australia.



Agnieszka Szymańska, assistant professor of art history, conducted archaeological fieldwork in Cyprus with a UR Summer Fellowship student.



Faculty and staff throughout the University help connect students with possible summer experiences. Each UR Summer Fellowships program has an application review committee composed of faculty and staff, as well as a program manager that serves as the point of contact for students, working with them to help navigate the process as issues come up. Students are also encouraged to network and share their interests with faculty and staff on campus to benefit from their experiences.

“Faculty are helping students go to these plac-

***“It’s a very full and rich plate of international opportunities here, and it really supports the experiences that our students have.”***

es and get a richer understanding of what the culture is,” Sayles added. “The supporting staff for faculty-led summer trips help from beginning to end. They work with the faculty trip leaders to develop budgets and make sure that logistics are all set. They help orient the faculty trip leaders to make sure they understand how to lead a group like this.”

The commitment of faculty and staff facilitating these types of transformative experiences is not always obvious. But it’s always there.

And it’s all part of the Richmond recipe.



**OPTIONS**

Each spring, Spiders can apply to one of eight different programs for a UR Summer Fellowship:

- Arts and Sciences Summer Research Fellowship
- Chaplaincy Summer Internships
- Civic Fellowships
- Jepson Summer Research Grants
- Robert L. Burruss Jr. Fellowship
- Spider Internship Funds
- RSB Research Fellowships
- Urban Education Fellowships

For more information, visit [ursf.richmond.edu](http://ursf.richmond.edu).



## A Culture of Compliance

Often when we think of “compliance,” we think of Title IX, the federal law prohibiting discrimination on the basis of sex in any federally funded education program or activity. But compliance refers to so much more than that — and it impacts the work of every faculty and staff member, every day.

Compliance encapsulates how we adhere to the laws, regulations, and internal policies that guide everything we do, from the timely reporting of health and welfare threats to kitchen safety at the dining hall to handling bloodborne pathogens in Gottwald Science Center.

“Compliance is everyone’s responsibility,” says Kristine Henderson, director of compliance and Title IX coordinator. “In order for us to have a culture of compliance — a culture of ethics and integrity — it has to be on the top of everyone’s mind.

*“In order for us to have a culture of compliance, it has to be on the top of everyone’s mind. We have to always be asking, ‘Are we doing the right thing?’”*

We have to always be asking, ‘Are we doing the right thing?’”

According to Henderson, higher education is the most regulated industry in the nation, and it can sometimes be difficult to maneuver the legal and ethical questions that arise in our day-to-day work.

That’s why all University faculty and staff are being asked to complete a com-

pliance training series focused initially on harassment and discrimination prevention, cybersecurity, and emergency preparedness. This programming aims to establish a baseline of shared values and expectations for all faculty and staff, helping to create an environment where all individuals feel safe, valued, and respected.

While staff began the training series in March, faculty training launched as a yearlong pilot program this September. Additional Family Educational Rights and Privacy Act (FERPA) training is available for those who have access to student records, and campus security authorities received their own customized training as well.

Henderson believes the training — along with an internal helpline and a compliance reporting form launched early this year — will enable the entire campus community to understand our shared responsibility for compliance and ensure the University of Richmond is a place where everyone can thrive.

*For more information, visit [richmond.edu/compliance](http://richmond.edu/compliance).*



## DETERMINED ACHIEVERS

The University of Richmond remains in demand among top students. The recently arrived first-year class is once again one of the strongest classes in Richmond history. They are academically talented, and they are widely and deeply engaged in jobs, community service, artistic endeavors, leadership programs, research, and more. The data below is preliminary as of August 1. Official information will be available after the University’s census date, October 1, via the Office of Institutional Effectiveness.

### HIGHLIGHTS OF THE CLASS OF 2022

- Highest number of applicants in UR history (+18% over last year)
- 891 new students (840 first-years, 51 transfers)
- Higher average GPAs, SAT, and ACT scores than last year’s class
- Represent significant market growth in the South and West, particularly Florida, Texas, North Carolina, and Colorado
- 28% students of color
- 15% first-generation college students
- 9% international students from 25 countries

“I am grateful for everything our faculty and staff colleagues have done to support our recruitment process and accommodate this talented incoming class,” says Stephanie Dupaul, vice president for enrollment management. “We are excited to have our newest Spiders on campus.”

*Learn more about the class at enrollment. [richmond.edu/reports](http://richmond.edu/reports).*



# All's Well

Richmond is on the leading edge of advancing well-being

Over the past five years, the University of Richmond has been at the forefront of the well-being movement in higher education. The evolution has been both subtle and obvious, ranging from increasing health-related courses and programming to April's announcement of a flagship Well-Being Center, which is scheduled to begin construction in March. The state-of-the-art center — made possible by a lead gift from alumni Michael, '97, and Michelle, '98, Walrath — will be the physical manifestation of UR's commitment to holistic health.

That commitment took another giant leap forward earlier in the last academic year with the announcement that UR is bringing together four distinct units — Counseling and Psychological Services (CAPS), the Student Health Center, University Recreation, and Health Promotion, which

manages the University's well-being education and prevention initiatives — under one umbrella. And once the Well-Being Center is completed (its opening is scheduled for the beginning of the fall 2020 semester), the departments will be located under the

***Faculty and staff  
“have to be the  
role models for  
the students.”***

same roof, providing students access to multiple services and ensuring efficient referrals between departments.

With this intentional integration, UR is advancing its strategic plan initiative of a thriving and inclusive University community. The departments are effectively integrating resources and

expertise, equipping our students to be healthier, happier, and higher-functioning.

“If students aren't healthy, they can't be academically productive,” said Tom Roberts, assistant vice president of health and well-being. “But now I think people are

starting to get that same understanding of the importance of sleep, nutrition, and mindfulness.”

Formerly UR's longtime director of recreation and wellness, Roberts is tasked with managing the integration of the units, working in close collaboration with colleagues like Lynne Deane and Peter

LeViness, the directors of the Student Health Center and CAPS, respectively.

Though UR's Well-Being Center is being designed with students in mind, faculty and staff will be able to take advantage of the features in the new facility.

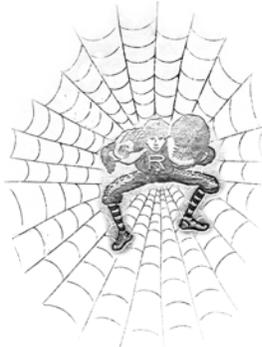
“We're going to have amenities in there that will benefit faculty and staff tremendously,” Roberts said. “The café — with the healthy options and organic, fresh, local food — the massage rooms, the meditation areas, and the mindfulness programs will all be available to faculty and staff.”

Roberts also assigns importance to the role faculty and staff can play in promoting well-being on campus. “One of the things that faculty and staff can do with this well-being initiative is modeling,” added Roberts. “They have to be the role models for the students.”



## NAME CHANGES

The University continues to further its commitment to well-being, building on the strong foundation established through the generosity of the Weinstein family more than a decade ago. With the creation of the new facility, the University will now be home to the Well-Being Center and the newly renamed Weinstein Center for Recreation. In the Weinstein Center, very early most mornings, you can find President Crutcher serving as just one example of modeling healthy behavior.



**SPIDER BORN,  
SPIDER BRED**

Get the full story on our Spider history and more at [richmond.edu/Spider125](http://richmond.edu/Spider125).

# Celebrating 125 Years of Being Spiders

The University of Richmond was founded in 1830. But it was 125 years ago, in 1894, that we took on the identity that still sets us apart — the Spiders.

The accounts vary as to how it happened, but the outcome is definitive. Today, we remain the only Spiders in higher education. Imagination, ambition, and determination thrive within us. Leadership and purpose fuel us. Excellence defines us.

We are all Spiders — students, alumni, faculty, staff, parents, and friends. And we can be found all around the world, making a difference in everything we do.

Throughout this academic year, join fellow Spiders everywhere as we mark this milestone and celebrate our shared Spider Pride through campus pageantry, at major University events, and in many more ways.

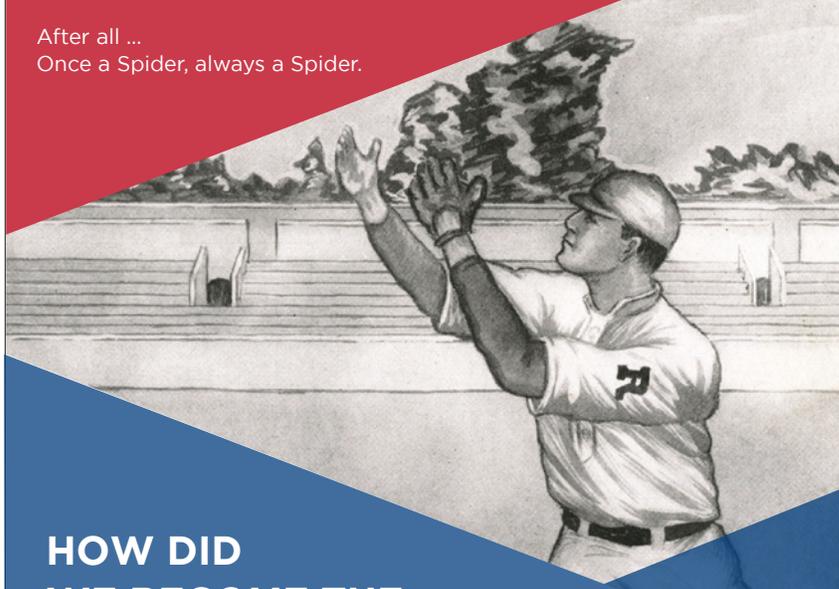
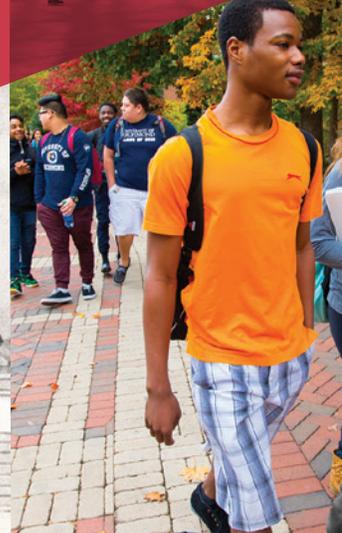
After all ...  
Once a Spider, always a Spider.

## HOW DID WE BECOME THE SPIDERS?

When the 1890s began, we were the Richmond Colts. By the end of the century, we had become the Richmond Spiders.

Over the years, several versions of a generally consistent origin story have emerged. All sources attribute the nickname to someone watching Richmond College students playing in a local baseball league and shouting something about them moving like spiders. In some accounts, this someone is a reporter; in others, a fan. "Spider" has been described as both an insult and a compliment. The year is usually 1894, but sometimes 1893 and, in one account, 1892.

Although the exact origin of our mascot is difficult to pin down, we but forever grateful for what that heckler did. That impromptu cry launched our unique identity as Richmond Spiders.





**MORE MILESTONES**

This academic year also marks several other significant University anniversaries:

- 10th anniversary of the football national championship
- 40th anniversary of the WILL\* program
- 50th anniversary of UR's first African-American residential student
- 50th anniversary of the announcement of the Robins gift
- 50th anniversary of the football team's Tangerine Bowl victory
- 100th anniversary season for women's basketball

Know of another significant University anniversary? Let us know at [@spiderinsider](https://twitter.com/spiderinsider) or [richmond.edu](https://richmond.edu).



**125**  
YEARS OF  
**SPIDERS**



# Career Paths

## Consistent language, clear job structure are goals for new Career Framework initiative

A new Career Framework is being developed by Human Resources in partnership with a cross-functional campus steering committee to provide guidance to UR staff members who want to advance their career or begin a new career path at the University.

The Career Framework uses consistent language and a standardized job architecture to make it clearer for staff members to explore positions across campus and identify the required skills, experience, and education needed to succeed in those jobs.

The Framework is intended to provide employees with a distinct understanding of the skills necessary to succeed in all roles and pave the way for managers and employees to have meaningful conversations about career advancement and professional development.

Once the Framework is implemented, every job on campus will be defined by the following elements:

- **CAREER STREAMS** — Career streams are a way of clustering similar jobs based on the primary type and nature of the work. The four career streams are administrator, management, specialist, and operations.
- **JOB FAMILIES** — Job families describe jobs in a similar function or specialization. Families do not necessarily equate to departments. For example, a communications specialist who is an athletics department staff member belongs to the communications job family, along with communications staff from the Leadership School, University Communications, etc.
- **JOB LEVELS** — Job levels represent “placement” within the Framework. They recognize incremental changes in job scope and responsibilities, consistent across job families.

“The new Career Framework will give employees the information needed to understand the basic requirements of each position at the University,” said Laura Dietrick, director of benefits and compensation. “We often hear from employees that they would like to advance their career but don’t know what is required of other positions across campus. This framework is intended to enable employees to understand the minimum requirements necessary to apply for positions across campus or identify steps they might take to prepare for future advancement.”

For more information about the Career Framework initiative visit [careerframework.richmond.edu](http://careerframework.richmond.edu).

## ACCOLADES

*INSIGHT Into Diversity*, the largest and oldest diversity and inclusion publication in higher education, awarded the University of Richmond Integrated Science Experience (URISE) program the **2018 INSPIRING PROGRAMS IN STEM AWARD**. The award honors colleges and universities that encourage and assist students from underrepresented groups entering the fields of science, technology, engineering, and mathematics.

The *Fiske Guide to Colleges* selected UR for its 2019 edition of **“BEST AND MOST INTERESTING SCHOOLS”** in the United States, Canada, and Great Britain. The publication touted UR’s First-Year Seminars, the Sophomore Scholars in Residence program, and the high number of undergraduate students studying abroad.

The NCAA awarded six UR programs — men’s cross country, women’s cross country, women’s track, women’s golf, women’s soccer, and women’s swimming and diving — **PUBLIC RECOGNITION AWARDS** based on its most recent multi-year Academic Progress Rate (APR). The honor goes to teams for academic excellence after scoring in the top 10 percent of their sports. This marks the 12th straight year that Richmond has had multiple teams earn Public Recognition Awards.

**THE ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS** granted the Robins School of Business an extension of accreditation after a complete review of the school’s operations and curriculum, affirming the school’s pursuit of excellence and continuous improvement.

*College News* recognized UR on its list of five colleges with **GREAT FINANCIAL AID PACKAGES**.



## Tech Partners

### New IT Plan emphasizes academic support, stewardship

As a technology guide for the entire University, the new Information Technology Strategic Plan (IT Plan) provides a clear and approachable road map for delivering continued improvements to everyday technology services and supporting strategic institutional goals. Through the plan, Information Services will partner with students, faculty, and staff to realize benefits such as expanded academic technology support services; better tools to support student advising; access to research computing capabilities and services; easier access to data and reports; and more efficient administrative and faculty support processes.

“Sometimes you look at technology plans and you see a lot of technospeak,” said Keith “Mac” McIntosh,

vice president for information services and chief information officer. “When you look at our plan, three-fourths of the plan is not about technology at all. It’s about the things that impact the core mission of who we are and what we do.”

The IT Plan’s four goals are a direct reflection of feedback collected from more than 300 members of the campus community across 170 focus groups. Each goal aligns with the University’s strategic plan by aiming to harness modern technologies and information resources to further academic excellence, promote a thriving community, and facilitate responsible stewardship. They include:

- Support effective and innovative teaching, learning, and research.
- Provide digital tools

to help students develop effective academic plans and deepen their co-curricular engagement.

- Enable faculty, student, and administrative support services that are efficient and data-driven.
- Adopt leading IT practices and develop organizational competencies to effectively and securely use technologies.

Arriving alongside the IT Plan is an emphasis on improved IT governance — the processes by which technology strategies are identified, reviewed, implemented, and supported. Effective IT governance ensures technology purchases are in the best interest of the institution at large and effectively steward both budgetary and human resources. McIntosh will work with David

Hale, executive vice president and chief operating officer, and Jeffrey Legro, executive vice president and provost, to lead the decision-making processes around technology purchasing and implementation. The executive team will use input from an IT steering committee and from faculty, staff, and students when making decisions.

“We’re going to build a culture where we are continuously improving and able to better assess where we are on an annual basis,” McIntosh said. “By being good stewards, we’re freeing up capacity to use dollars elsewhere, like in a classroom or in support of our faculty, staff, and students.”

*For more information, visit [is.richmond.edu](http://is.richmond.edu).*



#### DID YOU KNOW?

October is Cybersecurity Awareness Month. There are many things you can do to counter a cybersecurity threat, one of which is creating a distinct password. The longer the password, the better. It should always include numbers and both uppercase and lowercase letters. To learn more, visit [is.richmond.edu](http://is.richmond.edu).



Photography by Jamie Betts

## INNATELY CURIOUS

Julie Pollock, assistant professor of chemistry, is focused on exploring the mechanisms that lead to cancer, work that could influence new cancer medications. And she is passionate about including undergraduates in her research.

"Undergraduates are wonderful because they're very enthusiastic and willing to learn," Pollock said. "One of my favorite things is when a student comes into my office and says, 'This piece of data is what I expected.' They just light up because they're so excited about it."

Pollock also works with her students to help them communicate about their research. "It's important that we are able to share our work with a wide audience," she said. "I don't want my students to just be able to talk about science with scientists. We talk about how they can describe the research they are doing or a technique they are using to their parents or their roommate."



## OUR ACCOMPLISHMENTS

We celebrate the accomplishments of our talented faculty and staff.

See more accomplishments and submit your own grant, publication, or honor at [richmond.edu/faculty-staff](http://richmond.edu/faculty-staff).



**ROB ANDREJEWSKI**, director of sustainability, and George Souleret, director of utilities and University engineer, received a \$75,000 grant from the Jessie Ball duPont Fund to support the development of a comprehensive energy conservation management plan, including an energy audit to document energy usage and identify measures to increase efficiency and reduce greenhouse gas emissions.



**EDWARD AYERS**, Tucker-Boatwright Professor of the Humanities and president emeritus, was awarded the 2018 Avery O. Craven Award for his book *The Thin Light of Freedom: The Civil War and Emancipation in the Heart of America*.

**MARY BETH BENNETT**, music department accompanist and instructor, was awarded the 2018 American Guild of Organists/E.C. Schirmer Publishing Award in Choral Composition for her commissioned piece "Deep River."



**CHRIS BISCHOF**, assistant professor of history, was awarded the 2017 Walter D. Love Prize for the best article on British history by the North American Conference on British Studies for his article "Chinese Laborers, Free Blacks, and Social Engineering in the Post-Emancipation British West Indies," published in *Past & Present*.

**KATHRIN BOWER**, associate dean and professor of German studies, published "Slumming with Cindy: Class, Precarity, and Performance in Cindy aus Marzahn's Trash Comedy" in *German Studies Review*.

**LAURA BROWDER**, Tyler and Alice Haynes Professor of American Studies, and Alexandra Byrum, assistant director of communications for the Bonner Center for Civic Engagement and UR Downtown, received a \$1,000 grant from The Valentine for work on *HIV 17: Voices of Richmond's Hidden Epidemic*, a book featuring oral history text panels and photographic portraits of those affected by the AIDS epidemic.



**SUNNI BROWN**, assistant director of media and public relations, co-presented "National News and the Local Perspective" at the 2018 College Media Conference, hosted by the Council of Independent Colleges and the American Association of State Colleges and Universities, in Washington, D.C.



**TED BUNN**, professor of physics, received funding from the Royal Society for a collaborative project with a colleague at the Imperial College London. The project will focus on the development of techniques for the analysis of weak lensing surveys.



**ALEXANDRA BYRUM**, assistant director of communications for the Bonner Center for Civic Engagement and UR Downtown, and Laura Browder, Tyler and Alice Haynes Professor of American Studies, received a \$1,000 grant from The Valentine for work on *HIV 17: Voices of Richmond's Hidden Epidemic*, a book featuring oral history text panels and photographic portraits of those affected by the AIDS epidemic.

**KATE CASSADA**, assistant chair of graduate education for educational leadership and policy studies, and Laura Kassner, adjunct assistant professor of education, co-published "Seeing Is Believing: Peer Video Coaching as Professional Development Done with Me and for Me" in *CITE Journal: Contemporary Issues in Technology & Teacher Education*.

**THE CELLAR** received a silver 2018 Loyal E. Horton Dining Award in the Retail Sales — Single Concept/Multiple Concept/Marketplace category from the National Association of College and University Food Services. The award recognizes quality, innovation, variety, and excellence of food services operations.

**KEVIN CHERRY**, associate professor of political science, published "A Series of Footnotes to Plato's Philosophers" in *The Review of Politics*.

Assistant professor of dance **ALICIA DIAZ**'s piece "wise as serpents" was performed by the University Dancers as part of the American College Dance Association Gala.



**JENNIFER ERKULWATER**, associate professor of political science, was awarded the 2017 Best Paper in Identity Politics Award from the annual Northeastern Political Science Association conference for her paper "The Social Security Act and the Origins of Political Identity Among People With Disabilities, 1935-1950."

**AL GOETHALS**, holder of the E. Claiborne Robins Distinguished Professorship in Leadership Studies, published *Realignment, Region, and Race: Presidential Leadership and Social Identity* (Emerald Publishing Limited).



Assistant professor of biology **KRISTINE GRAYSON**'s paper "Novel insights on population and range edge dynamics using an unparalleled spatio-temporal record of species invasion" was nominated for the *Journal of Animal Ecology*'s inaugural Sidnie Manton Award. Grayson and Todd Lookingbill, associate professor of biology and associate professor of

geography and the environment, received a \$19,821 grant from the National Science Foundation to research and understand species diversity in rock pool communities in the James River.



**JOHN GUPTON**, Floyd D. and Elisabeth S. Gottwald Professor of Chemistry, Omar Quintero, associate professor of biology, Krista Stenger, chair of the department of biology, and several student collaborators published "Effects of a Novel Microtubule-depolymerizer on Pro-inflammatory Signaling in RAW264.7 Macrophages" in *Chemico-Biological Interactions*.

**ANGIE HILLIKER**, associate professor of biology, received a \$405,803 grant from the National Institutes of Health for research on how cells make proteins.



**DANIEL L. HOCUTT**, web manager in the School of Professional and Continuing Studies and adjunct professor of liberal arts, published a co-written chapter titled "Globalizing the Composition Classroom using Google Apps for Education" in *Thinking Globally, Composing Locally: Rethinking Online Writing in the Age of the Global Internet*. Hocutt co-authored a conference paper on using Google Drive for collaborative classroom composing published in the inaugural *Proceedings of the Annual Computers & Writing Conference*.

*Globally, Composing Locally: Rethinking Online Writing in the Age of the Global Internet*. Hocutt co-authored a conference paper on using Google Drive for collaborative classroom composing published in the inaugural *Proceedings of the Annual Computers & Writing Conference*.

**UR'S HUMAN RESOURCES DEPARTMENT**, in partnership with TIAA, received a 2018 Signature Award in the Plan Changes — Small Company category from the Plan Sponsor Council of America in recognition of excellence in plan communication and investment education in defined contribution retirement plans. HR, in partnership with TIAA, received a 1st Place Eddy Award in the Plan Transitions category from *Pensions & Investments* in recognition of HR's investment education program and communication efforts to inform retirement plan participants of investment option changes at TIAA. Laura Dietrick, director of compensation and benefits, led the initiatives.



**MILES JOHNSON**, assistant professor of chemistry, received a \$100,000 grant from the Jeffress Memorial Trust for his research project "An Integrated Synthetic-Computational Approach to Developing a Quantitative Model for Proazaphosphatane-Enabled Cross-Coupling."

**LAURA KASSNER**, adjunct assistant professor of education, and Kate Cassada, assistant chair of graduate education for educational leadership and policy studies, co-published "Seeing Is Believing: Peer Video Coaching as Professional Development Done with Me and for Me" in *CITE Journal: Contemporary Issues in Technology & Teacher Education*.



## 2018 Distinguished Educators

Congratulations to this year's Distinguished Educator honorees, who were recognized at Colloquy in August. This distinction honors outstanding contributions to excellence in education by University faculty.



**KATE CASSADA**, associate professor of education



**PATRICIA HERRERA**, associate professor of theatre



**KRISTINE NOLIN**, associate professor of chemistry



**JAN FRENCH**, associate professor of anthropology



**TODD LOOKINGBILL**, associate professor of geography and the environment and associate professor of biology



**JACK PREIS**, professor of law



**JULIAN HAYTER**, associate professor of leadership studies



**SHAKUN DATTA MAGO**, associate professor of economics



## New and Reappointed Endowed Position Holders

These academic honors recognize an individual's attainment of the highest levels of teaching, scholarship, research, and service in his or her discipline or field.

**DOUGLAS BOSSE**

David Meade White Jr. Chair in Business

**SCOTT DAVIS\***

Lewis T. Booker Professorship of Religion and Ethics

**FRANK EAKIN\***

Marcus M. and Carol M. Weinstein & Gilbert M. and Fannie S. Rosenthal Jewish and Christian Studies Chair

**SHARON FELDMAN\***

The William Judson Gaines Chair in Modern Foreign Languages

**JERRY GILFOYLE**

Robert Edward and Lena Frazer Loving Chair of Physics

**GEORGE GOETHALS\***

E. Claiborne Robins Distinguished Professorship in Leadership Studies

**MICHELLE HAMM\***

Clarence E. Denoon Jr. Professorship of Science

**KURT LASH**

E. Claiborne Robins Distinguished Chair in Law

**MICHAEL LEOPOLD\***

Floyd D. and Elisabeth S. Gottwald Chair in Chemistry

**SANDRA PEART**

E. Claiborne Robins Distinguished Professorship in Leadership Studies

*\*reappointed*



**MONIKA KUKAR-KINNEY**, F. Carlyle Tiller Chair in Business, was awarded a Virginia Foundation for Independent Colleges Mednick Memorial Fellowship, which will help her examine and compare consumer digital piracy behavior in the U.S. and Slovenia.

**KELLY LAMBERT**, professor of behavioral neuroscience, received the 2018 International Behavioral Neuroscience Society Career Achievement Award, recognizing her outstanding contributions to the field.

**JAMES F. LANE**, adjunct assistant professor of education, was appointed Virginia's Superintendent of Public Instruction by Gov. Ralph Northam.

**CHRISTOPHER LEE**, adjunct associate professor of HR management, published viewpoint "Feedback, 'Feedforward' and Frequency for 21st Century Performance Management" on the Society for Human Resource Management (SHRM) website.



**MIKE LEOPOLD**, Floyd D. and Elisabeth S. Gottwald Professor of Chemistry, Julie Pollock, assistant professor of chemistry, and several student researchers published "Versatile sarcosine and creatinine biosensing schemes utilizing layer-by-layer construction of carbon nanotube-chitosan composite films" in the *Journal of Electroanalytical Chemistry*.

**TODD LOOKINGBILL**, associate professor of biology and associate professor of geography and the environment, and Kristine Grayson, assistant professor of biology, received a \$19,821 grant from the National Science Foundation to research and understand species diversity in rock pool communities in the James River.



**EUGENE E. MAURAKIS**, visiting research scientist, co-published "Microstructure of Attachment Mechanisms of Newly Hatched Larvae of Four Cyprinid Species with Comments on Terminology" in the *Virginia Journal of Science*. Maurakis collaborated

with colleagues at the Science Museum of Virginia and Portland State University, as well as UR and VCU students, to explore the city's heat island effect, a phenomenon in which highly developed areas experience warmer temperatures than surrounding rural areas.



**LUCRETIA MCCULLEY**, head of scholarly communications in Boatwright Memorial Library, with 11 librarians from five other universities, received a \$33,000 grant from the Associated Colleges of the South to support the formation of the Inclusive

Library Instruction Working Group to encourage inclusive teaching strategies and actions for library instruction.

**KEITH "MAC" MCINTOSH**, vice president for information services and chief information officer, with collaborators from Stony Brook University and Yale University, published "How to Plug the Leaky Bucket: Retention Strategies for Maintaining a Diverse Workforce" in *EDUCAUSE Review*.

**HARRISON MOENICH**, digital/media arts technician in the Department of Art and Art History, has been awarded an artist residency in January 2019 at the Vermont Studio Center in Johnson, Vermont.

**GRETCHEN FLYNN MORRIS**, instructor of human resource management and director of strategic management for academic programs, was named president-elect of the Greater Richmond Society for Human Resource Management.

**DAVID MYERS**, adjunct associate professor of education and superintendent of New Kent County Public Schools, has been named Virginia Region I Superintendent of the Year by the Virginia School Boards Association.

**STEVE NASH**, visiting senior research scholar, published "As Seas Rise, World Awaits 'The Plan'" in the *Bulletin of Atomic Scientists*.

Assistant professor of photography **BRITTANY NELSON**'s work was featured in the exhibition "Science Fictions" at Crush Curatorial Gallery in New York City.

**KRISTINE NOLIN**, associate professor of chemistry, along with undergraduate co-authors, published "Friedel-Crafts alkylation of benzo[b]furan with activated cyclopropanes catalyzed by a calcium(II) complex" in the journal *Tetrahedron Letters*.

**ELIZABETH OUTKA**, associate professor of English, developed the exhibition "Pandemic: Richmond," which explores outbreaks of disease in the city, on view at The Valentine.

**CAROL PARISH**, professor of chemistry, with student collaborators and colleagues from other universities, published "An Extended Multireference Study of the Singlet and Triplet States of 9,10-dihydroanthracene Diradical," "A Computational Study of the Reactivity of 3,5-(oxo/thioxo) derivatives of 2,7-dimethyl-1,2,4-triazepines. Keto-enol tautomerization and potential for hydrogen storage," and "An ab Initio Exploration of the Bergman Cyclization" in the *Journal of Physical Chemistry A*.



**CYNTHIA PRICE**, director of media and public relations, presented "When Crisis Strikes: Learn to Effectively Prepare for and Handle Crises" at the April meeting of the Public Relations Society of America, Hampton Roads Chapter.

**JULIE POLLOCK**, assistant professor of chemistry, Mike Leopold, Floyd D. and Elisabeth S. Gottwald Professor of Chemistry, and several student researchers published "Versatile sarcosine and creatinine biosensing schemes utilizing layer-by-layer construction of carbon nanotube-chitosan composite films" in the *Journal of Electroanalytical Chemistry*.



**OMAR QUINTERO**, associate professor of biology, was elected to a three-year term on the American Society for Cell Biology's Council. Quintero, John Gupton, Floyd D. and Elisabeth S. Gottwald Professor of Chemistry, Krista Stenger, chair of the department of biology, and several student collaborators published "Effects of a Novel Microtubule-depolymerizer on Pro-inflammatory Signaling in RAW264.7 Macrophages" in *Chemico-Biological Interactions*.

**BILL ROSS**, professor of mathematics, co-published *Finite Blaschke Products and Their Connections* (Springer).

**SAMANTHA SEELEY**, assistant professor of history, was awarded a Kluge Fellowship from the John W. Kluge Center at the Library of Congress for her book *Race and Removal in the Early American Republic*.

**PETER SMALLWOOD**, associate professor of biology, received a Jefferson Science Fellowship with the U.S. Agency for International Development to explore ways to safely gather important scientific information in conflict zones.

Professor of art **TANJA SOFTIC**'s prints were accepted to the International Print Triennial exhibition in Krakow, Poland.

**GEORGE SOULERET**, director of utilities and University engineer, and Rob Andrejewski, director of sustainability, received a \$75,000 grant from the Jessie Ball duPont Fund to support the development of a comprehensive energy conservation management plan, including an energy audit to document energy usage and identify measures to increase efficiency and reduce greenhouse gas emissions.

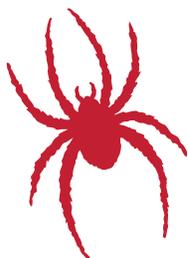


**KRISTA STENGER**, chair of the department of biology, John Gupton, Floyd D. and Elisabeth S. Gottwald Professor of Chemistry, Omar Quintero, associate professor of biology, and several student collaborators published "Effects of a Novel Microtubule-depolymerizer on Pro-inflammatory Signaling in RAW264.7 Macrophages" in *Chemico-Biological Interactions*.

SPCS personal enrichment and Osher Institute instructor **ALYSON TAYLOR-WHITE**'s 2017 history of Shockoe Hill Cemetery, *Shockoe Hill Cemetery: A Richmond Landmark History*, was reviewed in *Richmond Magazine*. Hers is the only history of Richmond's first city-owned burial ground.



**LAURA THOMPSON**, Robins School of Business assistant dean for undergraduate student services, was awarded the Advising Excellence Award from the Academic Advising Resource Center for her outstanding work with students.



#### **SPIDER FAMILY**

John Hardt has been the University's vice president and director of athletics for less than a year, but he already has plenty of Spider Pride. The father of an alumna (Madeleine, '16), Hardt came to Richmond from Bucknell University.



## **Game Plan**

A conversation with Vice President and Director of Athletics John Hardt

#### **What are your initial impressions of Richmond?**

My first several months have really only strengthened my impression that Richmond is one of the truly outstanding universities in the nation, and I'm privileged and honored to be leading the athletics program here.

#### **You reference being student-athlete-centered in all that we do. Why is that important?**

Our goal in Spider athletics is to provide one of the best student-athlete undergraduate experiences in the entire country. When we look at everything from coaching, to support services, to facilities, to resource allocation, we want to assess how our decisions and actions are going to impact the experience of our Spider student-athletes during their years at the University of Richmond. For example, providing opportunities such as the recent visit to South Africa afforded our student-athletes with educational and cultural opportunities to experience another area of the world while still being able to maintain their training and commitment to their athletic programs.

#### **What will the new basketball training facility bring to our programs?**

A state-of-the-art practice facility that will provide our basketball programs with one of the best sport training facilities in the nation. The new dedicated basketball practice facility represents a physical manifestation of the University of Richmond's commitment to championship-caliber success in our men's and women's basketball programs.

#### **How does the inclusion of Millhiser contribute to the project?**

That particular aspect of the project has really resonated in a strong way with both the campus and alumni community. Frankly, I believe it's answered a long-standing question on campus, and that is what to do with Millhiser Gymnasium. The idea that we're going to repurpose a beautiful, historic building in the heart of our athletics complex to support the academic performance of all of our student-athletes really resonates in a strong and meaningful way, and in an important symbolic way with the campus community and our alumni.

#### **How is having a high-profile advocate like NFL quarterback Kyle Lauletta, '18, helpful?**

It's really like having an ambassador who is working 24/7 to communicate all the great attributes of a Spider athletic experience and a University of Richmond education. It's probably not an overstatement to say that Kyle Lauletta has become the poster boy, if you will, for a successful Spider experience and really, I would say, a remarkably successful student-athlete experience.

#### **Five years from now, when people reflect on the role of the athletics department at the University, what would you like them to say?**

Quite simply, that we've been great partners supporting the University's mission and representing the University well, and that the success of the Spider athletics program has strengthened our national reputation as a student-athlete-centered program and an outstanding university.

The “lenses of ethical leadership” in adjunct associate professor of HR management **LINDA FISHER THORNTON**’s book, *7 Lenses: Learning the Principles and Practices of Ethical Leadership*, were mentioned in an article on occupational health sustainability in *Personnel Today*.

**UNIVERSITY OF RICHMOND MAGAZINE** received a bronze 2018 Circle of Excellence Award in the College and University General Interest Magazines category from the Council for Advancement and Support of Education. Awards honor outstanding work in advancement services, alumni relations, communications, fundraising, and marketing at colleges, universities, independent schools, and affiliated nonprofits.

**UR WELL, COMPLIANCE AND TITLE IX**, the **STUDENT HEALTH CENTER**, and the **UR POLICE DEPARTMENT** were awarded a \$9,000 grant from the Virginia Alcoholic Beverage Control Authority for prevention of underage drinking and high-risk alcohol use on campus.



**KARINA VAZQUEZ**, director of community-based learning, and Martha Wright, coordinator of museum visitor and tour services, published “Making Visible the Invisible: Social Justice and Inclusion through the Collaboration of Museums and Spanish Community-Based Learning Projects” in the Southern Conference on Language Teaching’s journal *Dimension*.

Justice Clarence Thomas cited professor of law **KEVIN WALSH**’s 2010 *New York University Law Review* article, “Partial Unconstitutionality,” in a dissent in *Sessions v. Dimaya* and in a concurrence in *Murphy v. National Collegiate Athletic Association*.

Professor of religious studies and American studies **DOUG WINIARSKI**’s book *Darkness Falls on the Land of Light: Experiencing Religious Awakenings in Eighteenth-Century New England* won the 2018 Bancroft Prize in American History and Diplomacy, presented by Columbia University.



**MARTHA WRIGHT**, coordinator of museum visitor and tour services, and Karina Vazquez, director of community-based learning, published “Making Visible the Invisible: Social Justice and Inclusion through the Collaboration of Museums and Spanish Community-Based Learning Projects” in the Southern Conference on Language Teaching’s journal *Dimension*.

**CARRIE WU**, associate professor of biology, received a \$5,671 grant from the Virginia Native Plant Society to support her project studying the invasion dynamics of wavyleaf basketgrass, a high-risk species in Virginia forests. Wu received a \$4,000 grant from the Rocky Mountain Biological Laboratory to examine how populations of the mountain monkey-flower respond to a rapidly changing environment.

**ERIC YELLIN**, associate professor of history and American studies, received a \$3,125 grant from the Dirksen Congressional Center to research the political, cultural, and social meanings of Social Security after World War II.



## Linda Boland

New faculty athletics rep

Linda Boland, associate professor of biology, was appointed the University’s NCAA faculty athletics representative for a two-year term, effective Aug. 1.

In this role, Boland is responsible for representing Richmond and its faculty in relations with the NCAA and the Atlantic 10 Conference.

In addition, she will provide campus leadership on athletics-related issues and act as a liaison with the University’s governance system. Boland chaired the Faculty Athletics Committee from 2016 to 2018.

“As a respected scholar, collaborative leader, and former student-athlete, Linda possesses a wealth of relevant experience and a deep commitment to the University’s scholar-athlete model,” said President Ronald A. Crutcher. “She understands what it takes for our student-athletes to be successful inside and outside the classroom, and she is a passionate advocate for all students at Richmond.”

Boland has been a member of the Richmond faculty since 2004.



David Hale, Du’Neika Easley, and Dave McCoy



Carl Sorensen, Rob Andrejewski, and Laurie Melville

## BUILDING FOR COMMUNITY

In July, members of the Business Affairs team built six picnic tables for Richmond Public Schools using tools provided by Richmond Community ToolBank, a local nonprofit.

We offer a warm welcome to our new colleagues and congratulations to colleagues taking their next steps.

The following includes employment status changes for full- and part-time faculty and staff from Feb. 16 to June 30, 2018.

## NEW HIRES

### STAFF

#### ACADEMIC AFFAIRS SCHOOL OF ARTS & SCIENCES

**Emeline Alexander**  
Digital Publications  
Humanities Research  
Assistant, Rhetoric and  
Communication Studies

**Priscilla Kwarteng**  
Post Baccalaureate  
Fellow, Integrated  
Inclusive Science;  
Chemistry

**Esmail Miyanji**  
Post Baccalaureate  
Research Assistant,  
Biology

**Amber Yang**  
Post Baccalaureate  
Fellow, Integrated  
Inclusive Science,  
Chemistry

#### SCHOOL OF LAW

**Allie Carter**  
Director of Leadership  
Giving

**MJ Chinworth**  
Administrative Assistant,  
Instruction

**Alex Sklut**  
Associate Dean of  
Students

#### SCHOOL OF PROFESSIONAL AND CONTINUING STUDIES

**Barbara Apostle**  
Program Assistant,  
OSHER

#### ADVANCEMENT

**Stephanie Cole**  
Administrative Coordinator,  
Office of Major Gifts

**Megan Dooley**  
Assistant Director,  
Regional Initiatives, Office  
of Alumni Relations

**Kate Haydon**  
Director, Major Gifts

**Jordan Hunt**  
Administrative  
Coordinator,  
Annual Giving

**Samara Reynolds**  
Associate Director,  
Career Services

**Olivia Wolfson**  
Associate Director,  
Campus Events and  
Volunteer Engagement,  
Office of Alumni Relations

#### ATHLETICS

**Halle Kennon**  
Assistant Director,  
Marketing/Creative Ser-  
vices, Sports Promotion

**Klay Killingsworth**  
Head Football Equipment  
Manager

**Chaney Manganello**  
Assistant Field Hockey  
Coach

**Matt McCollester**  
Assistant Athletics Di-  
rector, Communications,  
Public Relations

**Jamie Montgomery**  
Head Field Hockey Coach

**T.J. Moon**  
Football Operations  
Quality Control Assistant

**Meaghan Neylon**  
Assistant Field Hockey  
Coach

**Adam Richardson**  
Assistant Business  
Manager

**Susan Teasley**  
Business Office Assistant

**Ashley Yencho**  
Assistant Athletics  
Director, Marketing and  
Fan Development, Sports  
Promotion

#### BUSINESS AFFAIRS CAMPUS SERVICES

**Joel Hagman**  
SpiderShop Assistant  
Director

**Jenny Kang**  
Baker II, Heilman Dining  
Center

**Danny Siberry**  
Sous Chef, Heilman  
Dining Center

**James Tillery**  
Utility Associate, Heilman  
Dining Center

**Chris White**  
Cook I, Heilman Dining  
Center

**Cathy Whitty**  
Concierge, Alumni Center  
Operations

#### CONTROLLER

**Amy Fultz**  
University Accounts  
Payable Specialist

#### FACILITIES

**Nate Baggarley**  
Groundskeeper

**Jerome Brownlee**  
Team Leader,  
Custodial

**Michael Carpenter**  
Groundskeeper

**Scott Grunwald**  
Turf Specialist

**Ray Hooper**  
Boiler Plant Operator/  
REACT

**BJ Johnson**  
Custodian

**Bibi Kusu**  
Custodian

**Fatima Omerovic**  
Custodian

**Mihreta Selimovic**  
Custodian

**Thomas Strickler**  
HVAC Mechanic I

**John Whitty**  
Groundskeeper

**FINANCE/ADMIN**  
**Cassandra Collins**  
Sustainability, Communi-  
cations and Engagement  
Specialist

**Sarah Levine**  
Financial Analyst,  
Planning and Budget

**HUMAN  
RESOURCES**  
**Sarah Busching**  
Events and Communica-  
tions Coordinator

**Abby Fishero**  
Compensation Specialist

**Ro Smith**  
HR Representative

**SECURITY**  
**Keith Johnson**  
Communications Officer,  
Campus Safety

**ENROLLMENT  
MANAGEMENT**  
**Caroline Broadfoot**  
Financial Aid Advisor

**Hillary Kuhn**  
Communications and  
Digital Assets Coordi-  
nator, Undergraduate  
Admissions

**PRESIDENT'S OFFICE**  
**Laurie Mackey**  
Administrative Specialist

**STUDENT  
DEVELOPMENT**  
**Alyssa Bauer**  
Athletic Trainer,  
Recreation and Wellness

**Cindy Casey**  
Member Services  
Assistant, Recreation  
and Wellness

**Lee Donlon**  
Manager, Adventure and  
Leadership, Recreation  
and Wellness

**Lindsay Pritchard**  
Area Coordinator,  
Residence Life and  
Undergraduate Student  
Housing

**Christina Qawasmy**  
Area Coordinator,  
Residence Life and  
Undergraduate Student  
Housing

#### UNIVERSITY COMMUNICATIONS

**Brian Ivasauskas**  
Assistant Director of  
Marketing

**Joe Minick**  
Director of Multimedia

**Aggrey Sam**  
Senior Writer/Editor

## MOVES

### STAFF

#### ACADEMIC AFFAIRS ROBINS SCHOOL OF BUSINESS

**Louise Janes**  
Administrative Coordina-  
tor, Marketing

#### PROVOST

**Derek Miller**  
Assistant Director,  
Community Relationships  
and Engaged Learning,  
Bonner Center for Civic  
Engagement

**Miriam Zarin**  
Assistant to Dean,  
International Education

#### SCHOOL OF PROFESSIONAL AND CONTINUING STUDIES

**Barbara Apostle**  
Program Assistant,  
OSHER

#### ADVANCEMENT

**Stephanie Cole**  
Administrative Coordina-  
tor, Office of Major Gifts

**Marya Kravets**  
Operations Coordina-  
tor, Advancement Data  
Services

**Sarah Melvin**  
Major Gift Officer

#### ATHLETICS

**Halle Kennon**  
Assistant Director,  
Marketing/Creative  
Services, Sports  
Promotion

**T.J. Moon**  
Football Operations  
Quality Control Assistant

**Hannah Stapleford**  
Intern Assistant Athletic  
Trainer, Sports Medicine

#### BUSINESS AFFAIRS CAMPUS SERVICES

**Stephen Birch**  
Café Associate,  
Tyler's Grill

**Sabiha Edrenic**  
SpiderShop Associate

**Joel Hagman**  
SpiderShop Assistant  
Director

**Vincent Johnson**  
Utility Associate, Heilman  
Dining Center

RETIREMENTS

**Earl Lee**

Catering Sous Chef

**Sean McBride**

Cook I, Heilman Dining Center

**Kata Smitran**

Cold Food Production Cook Lead, Heilman Dining Center

**Liz St. John**

SpiderShop Director

**FACILITIES**

**Ronnie Bradburn**

Turf Specialist

**Michael Chamberlain**

Landscape Supervisor

**BJ Johnson**

Custodian

**Tim Johnstone**

HVAC Mechanic II

**Austin Leach**

Gardener

**Chris Weaver**

Boiler Mechanic

**HUMAN RESOURCES**

**Rachael Connors**

HR Representative

**SECURITY**

**Robin Jones-Jackson**

Risk Management Specialist

**Kay Whesu**

Police Officer

**ENROLLMENT MANAGEMENT**

**Marilyn Hesser**

Executive Director of Admission and Data Analytics

**PLANNING AND POLICY**

**Dustin Engels**

Business Process Analyst

**PRESIDENT'S OFFICE**

**Kevin Corn**

President's Scheduler

**STUDENT DEVELOPMENT**

**Lee Donlon**

Manager, Adventure and Leadership, Recreation and Wellness

**Josh Jeffreys**

Jewish Chaplain and Director of Religious Life

**Hayley Pottle**

Administrative Assistant, Multicultural Affairs

**UNIVERSITY COMMUNICATIONS**

**Lindsey Campbell**

Media Relations Specialist



Ron Bacigal

**46 YEARS**

**RON BACIGAL**

Law School faculty

**40 YEARS**

**RAY SLAUGHTER**

Robins School faculty (Accounting)

**38 YEARS**

**ROGER BROOKS**

Bookstore Operations

**35 YEARS**

**ANDY LITTERAL**

Robins School faculty (Management)

**28 YEARS**

**CAROL LANCASTER**

Robins School faculty (Finance)

**26 YEARS**

**RICHIE GREEN**

University Facilities — HVAC

**25 YEARS**

**CLAUDIA FERMAN**

Arts & Sciences faculty (Latin American, Latino, and Iberian Studies)

**LIODUMILA NAZAROUK**

University Facilities — Custodial

**22 YEARS**

**PAT BROWN**

SPCS Administration

**21 YEARS**

**JUDY HONG**

University Facilities — Custodial

**20 YEARS**

**MARY JO KLING**

Risk Management

**DEAROLD SHERMAN**

University Facilities — Boiler Plant

**15 YEARS**

**VIVIAN CREWS**

Heilman Dining Center

**GARY MCDOWELL**

Jepson School faculty

**BILL RAWLUK**

Campus Parking

**10 YEARS**

**JAMES SAGER**

Campus Services



Ray Slaughter



Carol Lancaster



## MARK YOUR CALENDAR



SPRINGFEST — Rayon McFarlane, Suzanne Bird, Suzanne Nousianen, Cindy Lloyd, and Sam Lloyd

### **OCT. 29–NOV. 9** **OPEN ENROLLMENT**

The one time during the year to make changes to your benefit elections without a qualifying event.

#### **Benefit Fairs**

Nov. 1, 7, 9  
9 a.m.–4 p.m.  
Weinstein Center for Recreation  
*Open enrollment assistance, free flu shots, health assessments, chair massages, and more.*

#### **OCTOBER**

Oct. 6, 3 p.m.  
**Employee Appreciation Day at Robins Stadium**  
*Limited free tickets for faculty/staff*

Oct. 12  
**Preview Richmond**  
*Open house for prospective students and their families*

#### **NOVEMBER** Nov. 2–4 **Homecoming**

Nov. 13, 8:45–10 a.m.  
**State of the University**  
*Modlin Center, Camp Concert Hall*

Nov. 21–23  
**Thanksgiving Break**

**DECEMBER**  
Dec. 7, 2–4 p.m.  
**Winter Celebration**  
*THC, Alice Haynes Room*

Dec. 7  
**Last Day of Undergraduate Fall Classes**

Dec. 15  
**Employee Appreciation Day at the Robins Center**  
*Discounted tickets for faculty/staff*

Dec. 24–31  
**Winter Break**

#### **JANUARY**

Jan. 1  
**New Year's Day**

Jan. 14  
**First Day of Spring Classes**

Jan. 21  
**Martin Luther King Jr. Day**

#### **USAC**

The University Staff Advisory Council represents the needs of staff to senior administration and works proactively to make the University of Richmond an employer of choice.

#### **Meetings\***

Oct. 9  
Nov. 13  
Dec. 11  
Jan. 8  
1–3 p.m.  
*Visit [usac.richmond.edu](http://usac.richmond.edu) for meeting locations.*

\*Unless otherwise noted, meetings are open to all faculty and staff.

#### **FACULTY SENATE**

The University of Richmond Faculty Senate is the body authorized by both the University Faculty and the Board of Trustees to represent the faculty in the University's governance process on matters that impact the University or affect more than one school.

#### **Meetings\***

Oct. 19  
Nov. 16  
Dec. 7  
Jan. 25  
3–4:30 p.m.  
*Visit [facultysenate.richmond.edu](http://facultysenate.richmond.edu) for meeting locations.*