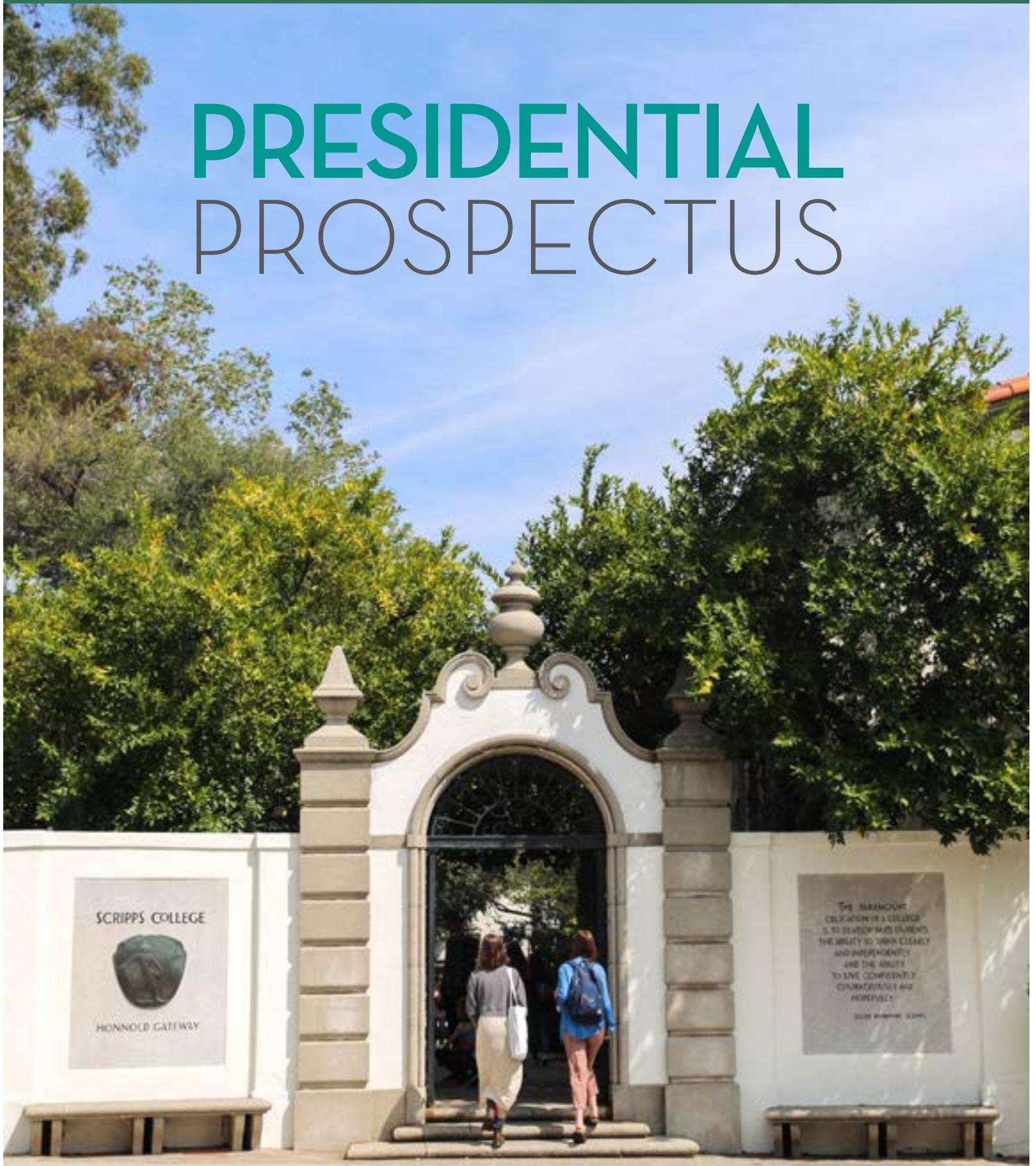


# SCRIPPS COLLEGE

THE WOMEN'S COLLEGE • CLAREMONT

## PRESIDENTIAL PROSPECTUS



# SUMMARY

**SCRIPPS COLLEGE IS SEEKING A PRESIDENT** who has the capacity, experience, and vision to guide the College into a new era of excellence and impact.

When Scripps was founded in 1926, it was one of few institutions in the West dedicated to educating women for lives of commitment and engagement, both personally and professionally. Since then, Scripps has continued to champion qualities of both mind and spirit in accordance with the vision of its founder, newspaper entrepreneur and philanthropist Ellen Browning Scripps.

Scripps today is a highly selective women's liberal arts college that offers to its 1,082 undergraduates a rigorous interdisciplinary curriculum, a robust intellectual community, a commitment to diversity, equity, inclusion, and racial justice, and a rich residential experience designed to shape the next generation of leaders. A member of The Claremont Colleges, Scripps is a key participant in a unique intellectual ecosystem comprised of five undergraduate and two graduate institutions located within a one-square-mile footprint in the greater Los Angeles region.

The College's increasingly competitive admissions process reflects the growing demand for a Scripps education. Over the past decade, Scripps has achieved a 40 percent increase in applications and a ten percent increase in selectivity. These positive trends attest to the quality and vibrancy of the College and its ability to attract and graduate increasingly diverse classes of highly qualified students.

Scripps has attracted numerous prestigious national grants for student and faculty research, curriculum development, and educational initiatives. Scripps students are successful in winning research and fellowship grants from the Fulbright Program, the National Science Foundation, Goldwater Scholarship, and Watson Fellowship, among others. Despite its modest size, Scripps continues to be a top producer among U.S. baccalaureate institutions credited with generating the greatest number of Fulbright recipients.

Despite incurring unforeseen expenses and lost revenue during the 2020-21 fiscal year caused by the devastating effects of COVID-19, the College was able to eliminate the need for layoffs and preserve all current jobs due to its strong financial position and healthy endowment-per-student. With highly effective College-wide planning this past year, Scripps is ready for students to return to campus in fall 2021. The College is well positioned not only to continue but also to accelerate its trajectory of success, achievement, and national prominence.

*Cover: Students walk through Honnold Gate toward the center of campus.  
Right: Jaqua Quadrangle is a popular space for enjoying the outdoors or hosting an event.*

## Mission

The mission of Scripps College is to educate women to develop their intellects and talents through active participation in a community of scholars, so that as graduates they may contribute to society through public and private lives of leadership, service, integrity, and creativity.



# SCRIPPS COLLEGE CENTENNIAL PLAN

**THE NEXT PRESIDENT WILL CONTINUE TO CARRY OUT** the College's Centennial Plan, approved by the Board of Trustees in October 2018. Eighteen months in the making, the strategic plan harnesses the understanding, ideas, hopes, and imaginations of Trustees, faculty, staff, students, alumnae, families, and friends of the College. The community's collective contributions culminated in a plan that honors and builds upon Scripps' longstanding mission, laying the foundation for a 2026 Scripps that is poised for another century of educating women scholars who "contribute to society through public and private lives of leadership, service, integrity, and creativity." Four themes of the plan embody the mission of the College and are crucial to multiplying our strengths and magnifying our impact: Innovative Learning Organization, Inclusive Student Success, Mission Driven Outreach, and Distinctive Identity. The first 10 initiatives supporting the plan's themes were introduced and are in various stages of implementation. The Centennial Plan is a blueprint to ensure the College's future is filled with infinite possibility in the 21st century and beyond.

SCRIPPS  
COLLEGE  
CENTENNIAL PLAN



# ACADEMIC EXCELLENCE

## CORE CURRICULUM IN INTERDISCIPLINARY HUMANITIES

The [Core Curriculum in Interdisciplinary Humanities](#) continues Scripps' long tradition of a shared intellectual experience in the humanities. Core is a sequence of three courses exposing students to some of the major concepts and dialogues shaping modern intellectual thought. Through Core, students explore the ways in which what passes for knowledge and understanding is often rooted in positions that are taken as a given—as so “natural” and “obvious” that they discount complexity and ambiguity and hinder us from seeing our world in other ways. The program encourages students to investigate and debate broad, critical topics by examining them from multiple perspectives.

Academically rigorous and personally challenging, Core leads to intellectual growth and, often, breakthroughs. Scripps students emerge from the program as critical thinkers and effective writers who question assumptions; they continue to develop and benefit from these skills well beyond their time as Scripps students.



## MAJORS

With 69 courses of study available on campus and in collaboration with the other Claremont Colleges, Scripps students have the opportunity to explore an array of academic disciplines, the breadth of which rivals most mid-sized universities' offerings. Scripps students are encouraged to follow their academic interests and passions, which often lead to the pursuit of dual majors on multiple campuses. In keeping with the interdisciplinary nature of a Scripps education, students regularly combine various areas of study, such as art, psychology, economics, or biology.

## SENIOR THESIS AND CAPSTONE DAY

The required senior thesis or project marks the culmination of students' undergraduate studies. Throughout their senior year, students engage in deep exploration of a chosen topic, conducting independent research, developing a detailed analysis, and presenting their conclusions. On Capstone Day, select graduating seniors present highlights of their theses or projects to the Scripps community. Senior thesis presentations include talks, poster sessions, art exhibitions, and performances, reflecting the diversity of students' academic endeavors and interests and highlighting the interdisciplinary nature of student research. A sampling of theses from the Class of 2020 include Awareness, Empathy, and Intention: Creating Constructive + Responsive Structures of Diversity, Equity, and Inclusion; Parsing Creative Process in Op Art Through Code-Driven Drawing Tools: Alternating Digital Art and Generative Art Practices; and Corporate Social Responsibility and Corporate Financial Performance: Empirical Evidence from US Listed Industrial Companies.



## Notable Programs

**Humanities Institute:** Founded in 1986, the Humanities Institute presents a thematic program each semester on a topic related to the humanities. As part of Scripps' tradition of interdisciplinary education, this program includes lectures, conferences, exhibitions, performances, and film series, bringing prominent and younger cutting-edge scholars to campus.

**Laspa Center for Leadership:** Guided by the values of integrity, service, creativity, and inclusion, the Laspa Center for Leadership seeks to advance gender equity by providing distinctive programming, enhanced networks, and experiential learning designed to expand the global influence, power, and impact of Scripps College graduates and future leaders.

**W.M. Keck Science Department:** The W.M. Keck Science Department, a collaboration with Claremont McKenna and Pitzer Colleges, offers a strong, innovative, and interdisciplinary science education program under the umbrella disciplines of biology, chemistry, and physics. Keck Science develops the next generation of elite scientists equipped with the interdisciplinary STEM and liberal arts training to think creatively, critically, and quantitatively to solve the world's most pressing problems. Scripps' participation in Keck has benefited women science students from all three institutions. Women comprise 70% of the department's students and 45% of its faculty. This gender ratio is unique and is the result of the collaboration between a women's institution and two coed colleges.

Scripps College seeks to revolutionize the ways women and other under-represented populations access, excel in, and influence STEM fields. To realize this vision, Scripps is partnering with Pitzer College to build a 65,000-square-foot cutting-edge research and teaching facility, hire additional faculty, and expand class offerings to meet student demand and increase capacity for groundbreaking, grant-funded research.

**Post-Baccalaureate Premedical Program:** The program offers motivated women and men the opportunity to complete the requisite science courses to successfully pursue a career in medicine in 13 months.

**Ruth Chandler Williamson Gallery:** The gallery acquires, preserves, catalogs, researches, and exhibits works of art in Scripps College's collection and serves as an important teaching instrument and visual resource in the education of Scripps students.

**Scripps College Academy:** The academy is an intensive, multi-year, pre-college program for high-achieving young women with limited resources who seek to become the first generation in their families to attend college.

# DISTINGUISHED FACULTY

**AT THE HEART OF SCRIPPS' INTELLECTUAL COMMUNITY** is a faculty of distinguished teachers who are accomplished scholars, researchers, and leaders in their fields. Scripps faculty produce internationally recognized research, publications, and artworks, while winning grants from prestigious organizations such as the National Science Foundation, the Fulbright Scholars Program, and the National Endowment for the Arts.

Scripps' curriculum is built on the expectation of close faculty-student interaction. A hallmark of the College is the faculty's commitment to mentoring, advising, and providing personalized instruction to students. Scripps' low student to faculty ratio of 9:1 and the collaborative nature of the College enable this intense intellectual experience.

Of Scripps' 128 faculty members, more than 75 percent are full time, 95 percent possess a PhD or appropriate terminal degree, 60 percent are women, and more than 28 percent are from traditionally underrepresented groups. Scripps has enhanced faculty resources over the past five years as part of the College's strategic plan, expanding faculty office space, increasing sabbatical compensation, and adding new faculty positions.



*Right: Assistant Professor of Physics Janet Sheung guides students through a lesson in her physics course.*

# EXCEPTIONAL STUDENTS

**NEARLY 98 PERCENT OF SCRIPPS STUDENTS** ranked in the top quarter of their graduating high school class, and their grade point averages, test scores, and coursework reflect a record of academic excellence and achievement that prepares them for success at Scripps. Students excel in a rigorous intellectual environment where classes are purposefully small to promote discussion, debate, and connection.

Scripps undergraduates represent 43 states and the District of Columbia and 22 countries. Approximately 41 percent are students of color, five percent are international students, 10 percent are first-generation college students, and 11 percent are from families eligible for Pell Grant support.

Approximately 60 percent of Scripps students participate in off-campus study programs in the U.S. and in 47 countries around the world. The majority of Scripps students are engaged in one or more of the 150+ clubs and organizations found on campus and throughout The Claremont Colleges, often assuming leadership roles. Student organizations at Scripps and The Claremont Colleges include a variety of academic, athletic, social, political, and other affinity groups, and vary from year to year as the needs and interests of the student body change. The CMS Athletics NCAA Division III program offered through Scripps' partnership with Claremont McKenna and Harvey Mudd Colleges exposes Scripps student-athletes to competition in 11 sports.

Scripps graduates compete favorably for employment opportunities due to their strong communication, analytical, and leadership skills, and they excel in the areas of graduate education and prestigious fellowships. Within five years, nearly two-thirds of Scripps alumnae complete graduate or professional degrees at their institution of choice. Scripps graduates from the Class of 2020 pursued a variety of career fields, including banking, consulting, and finance; health, medicine, and research; education; government, law, and policy; technology; and media, arts, and entertainment.



*Right: A recent graduate shares her Scripps pride on commencement day.*

# INSTITUTIONAL STRENGTH

## FINANCIAL POSITION

Scripps College's \$428 million endowment ranks favorably on a per-student basis among the top liberal arts colleges nationally and serves as a stable source of revenue. Scripps takes a long-range approach to endowment management, and the College has a strong history of fiduciary stewardship. Scripps maintained a balanced budget throughout the COVID-19 pandemic and remains in a healthy financial position with strong tuition revenue, steady endowment growth, and a manageable discount rate. The prudent management by Scripps' Investment Committee and the generosity of donors enabled Scripps to maintain funding for programming, scholarships, staff, and faculty positions. The College successfully closed the largest campaign in its history, surpassing its \$175 million goal, ensuring its ability to graduate the next generation of innovators, thinkers, changemakers, and leaders.

## BOARD OF TRUSTEES

The Scripps College Board of Trustees is composed of 33 members and six standing committees. The Board has three ex-officio members: the President of the College; the President of the Alumnae Association; and the Chair of the Scripps Association of Families (SAF); and four members are Alumnae Leadership Council (ALC)-Nominated Trustees, which include two recent graduates of the College. The Board consists of alumnae, parents and children of alumnae, and friends of the College.

The College subscribes to a [shared governance model](#) in which responsibility is shared by faculty, students, and trustees. Three of the five standing committees of the Board include faculty and students as voting members. The Board meets five times a year—both in person and remotely—with additional remote meetings scheduled as needed.



## ADMINISTRATION AND STAFF

The president's [senior leadership team](#) consists of six direct reports: a vice president for academic affairs and dean of faculty; a vice president for student affairs and dean of students; a vice president for business affairs and treasurer; a vice president and secretary for the Board of Trustees; a vice president for external relations and institutional advancement; and a vice president for enrollment.

Scripps College's 248 employees, many of whom have been with the College for more than a decade, are dedicated to supporting the College's educational mission and advancing institutional priorities. The College has successfully focused on recruiting, hiring, and retaining highly qualified staff at all levels of the organization and providing opportunities for their personal and professional growth. Staff members are essential to the efficient and effective operations of the College and their contributions are recognized through awards, events, and professional development opportunities. The College's Staff Council provides an opportunity for interested staff representatives to plan and promote staff events, initiatives, and available campus resources.

## ALUMNAE

United by Scripps' residential experience, common classes in the humanities, senior theses, networking, reunions, volunteering, and friendships, Scripps alumnae share an enduring connection to one another, the College, and current students. The alumnae population is a young, vibrant, and passionate one; approximately 56 percent of all alumnae have graduated from Scripps since 1992, reflecting the growth of the student population over the last three decades. The alumnae giving rate has averaged 25% over a three-year period.

## HISTORIC CAMPUS

Scripps' 32-acre campus is listed in the National Register of Historic Places and is widely recognized as one of the most beautiful college campuses in the country. The College features 17 academic and administrative buildings, a 24,000-square-foot recreational facility adjacent to a 25-meter swimming pool, 10 residence halls, a student-run coffeehouse, an art gallery and museum, an on-campus student-run store and an online-only official Scripps merchandise store, a Gordon Kaufmann-designed library, and a multi-use performing arts center.

The College's 10 residence halls are known for their architectural details, serene courtyards, and intimate community spaces.



Right: A view of Eleanor Joy Toll Hall, opened in 1927 as the first building and residence hall in architect Gordon Kaufmann's campus plan.

# VIBRANT COMMUNITY

## THE CLAREMONT COLLEGES

The College is a member of the prestigious [Claremont Colleges](#), a consortium comprising five undergraduate institutions: Claremont McKenna, Harvey Mudd, Pitzer, Pomona, and Scripps Colleges; and two graduate institutions, Claremont Graduate University and Keck Graduate Institute. The five undergraduate colleges are contiguous, enabling Scripps to offer the best of both worlds: the close-knit community atmosphere of a small college, combined with the resources of a mid-sized university.

Each of the Claremont Colleges is an independent institution with its own student body, faculty, board, campus, distinctive mission and identity, and financial autonomy. Together, the schools form a rich intellectual and social network with myriad benefits for students, faculty, and staff: joint academic programs; cross-registration in courses; a two-million-volume library; inter-college dining; a student bookstore; in-person and telehealth health and counseling services; interfaith chaplaincy; and recreational facilities. The Claremont Colleges Services provides shared services for The Claremont Colleges and has a separate Claremont Colleges Services Senior Cabinet.

With a combined coed student body of more than 5,700 undergraduates, opportunities for intellectual, artistic, cultural, and social engagement abound. The Claremont Colleges' events calendar is filled with gallery exhibitions; musical, theatrical, and dance performances; lectures; and film screenings. These programs attract Scripps students, faculty, staff, and alumnae, and provide opportunities for interaction with Scripps and Claremont Colleges community members, as well as the local Claremont and greater Los Angeles communities. Each of the Claremont Colleges presidents serve as leader of the presidential group for a term.



Right: A Scripps tradition, Ella Strong Denison Library's east doors are opened only twice a year: in September, when first-year students matriculate, and in May, when the graduating class processes toward Elm Tree Lawn.

# Scripps College at-a-glance

## About

Private, residential liberal arts college for women  
Founded in 1926 by newspaper publisher and philanthropist Ellen Browning Scripps

## Campus

32-acre campus listed in National Register of Historic Places  
Recognized as one of the most beautiful college campuses in the world

## Academics

50 majors on campus; 19 major options at other Claremont Colleges  
Post-baccalaureate program

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Average class size **16** Students

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## Selectivity

**35%**  
Admit rate

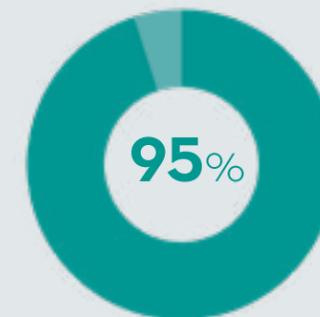
**21%**  
Yield

Median SAT Scores:  
Evidence-based reading and writing: 697  
Math: 693

## Faculty

**121**  
Faculty members

**1:9**  
Faculty-to-student ratio



**95%**  
PhD or terminal degree

**60%**  
Women

**28%**  
Underrepresented groups

## Students

**1,082**  
Students

**41%**  
Students of color

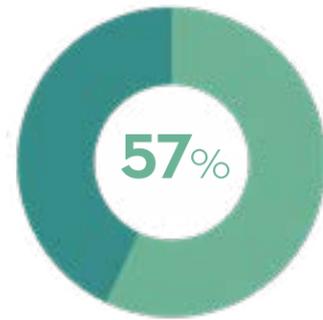
**5%**  
International students

**10%**  
First-generation college students

**11%**  
Pell Grant eligible

**94%**  
Live on campus

## Financial Aid



Approximately  
57%  
of students  
receive  
financial aid

Average total  
need-based  
indebtedness for  
Scripps graduates:

**\$21,311**

below the national  
average at private  
colleges and  
universities

Staff

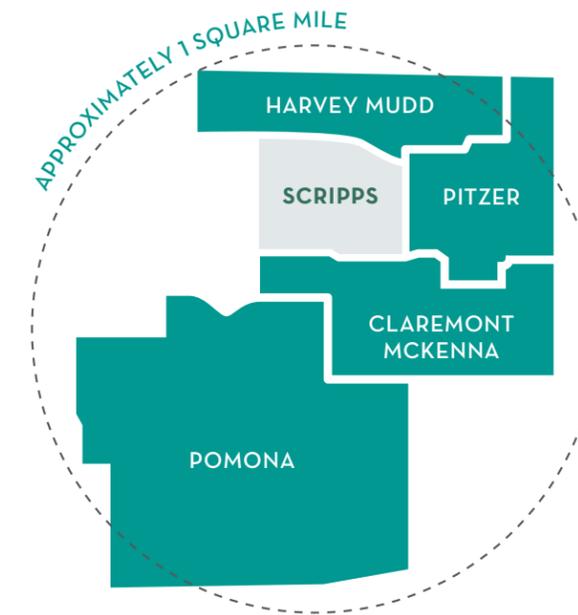
**248**  
Professional staff

Alumnae

Approximately  
**10,400**  
living alumnae

## The Claremont Colleges

The College is a member of the prestigious Claremont Colleges, a consortium comprising five undergraduate institutions: Claremont McKenna, Harvey Mudd, Pitzer, Pomona, and Scripps Colleges; and two graduate institutions, Claremont Graduate University and Keck Graduate Institute. The combined coed student body of more than 5,700 undergraduate students shares academic programs, student support resources, and facilities.



## Los Angeles and the City of Claremont

Only 35 miles from downtown Los Angeles, and with a population of just 35,000, the quintessential college town of Claremont is known as the “City of Trees and PhDs.” The center of [Claremont](#) is the Village, a strollable downtown area where café tables dot the sidewalks and shops invite browsing on tree-lined streets. A movie theater, outdoor concerts, and a weekly farmers’ market provide entertainment.

*\*All data accurate as of the 2020-21 academic year, unless otherwise cited.*

# SCRIPPS' 10TH PRESIDENT

**SCRIPPS COLLEGE'S 10TH PRESIDENT** will join the community at a moment of unprecedented opportunity, leading the campus forward against the backdrop of the broader, systemic challenges facing higher education and the nuanced difficulties of post-pandemic reality. Working closely and collaboratively with faculty, staff, students, trustees, alumnae, and members of the community, the next president will boldly embrace and address the following priorities:



## OPPORTUNITIES AND CHALLENGES

### LEAD THE SCRIPPS COMMUNITY IN EMBRACING AND NAVIGATING POST-PANDEMIC LIFE AND DEFINING ITS “NEW NORMAL”

The College has diligently worked to ensure a strong position as its community transitions back to campus post-COVID. Though there is broad recognition that there will be no previous “normal” to which to return, the next president will rally the community to navigate collaboratively the challenges that currently face the College. They will thoughtfully consider how to support students who have been most directly impacted by the pandemic by building systems of support for mental and physical health and creating plans to help students transition to in-person instruction and on-campus social activities. The incoming president will also renew focus on strategic planning priorities set aside during the acute phase of the COVID crisis and ensure the health and safety of all members of the community—students, faculty, staff, and administrators—during a transition period that may still face COVID-related challenges for years to come.

### GROW AND DIVERSIFY FINANCIAL RESOURCES AND BROADEN PHILANTHROPIC ENGAGEMENT

As Scripps’ chief fundraiser and ambassador, the next president will be deeply committed to philanthropic efforts on behalf of the institution. By growing and securing resources, they will uphold the College’s commitment to expanding access to the most qualified students and providing them with the highest quality educational experience. With a smaller alumnae base than others in the Claremont Colleges consortium and peer liberal arts colleges nationally, Scripps possesses a fundraising base that is inherently reduced. However, as the College’s community remains passionate about Scripps’ success, the next president will have the opportunity to energize its donors around the College’s post-COVID future. With ingenuity and creativity, the next president will work with all constituencies and the larger philanthropic community to broaden and deepen philanthropic support in the short term and build capacity for the longer term.



### ENHANCE AND DEEPEN THE COLLEGE’S COMMITMENT TO INCLUSION, DIVERSITY, EQUITY, AND ACCESS (IDEA)

Every constituency who makes up the Scripps community has a deep passion for the values of IDEA and the issues that accompany them. The next president will work to harness the energy around this ongoing work and act as a champion for efforts that will further diversify the College and create a sense of belonging for all community members. Noting that access is a crucial element to this work, the next president will understand the impact of the COVID crisis on students’ financial ability and health that may necessitate additional support from the College. Additionally, the president will foster community reconnection and rebuilding that may have been lost due to being away from campus during COVID, reforging an inclusive environment for all individuals to come together, heal, and become stronger together.

### LEVERAGE THE COLLEGE’S PASSIONATE AND ENGAGED COMMUNITY FOR THE BETTERMENT OF SCRIPPS

The next president will have a unique opportunity to partner with a variety of constituencies who are deeply passionate about the success and wellbeing of the College. Scripps students are active and work to hold stakeholders accountable on a variety of today’s most pressing issues. Members of the alumnae network are also highly engaged and passionate about helping current students succeed. The next president will show support for the College’s deep commitment to women’s education and rich traditions while working with the community to develop and define expectations for successful working relationships that emphasize dialogue and partnerships to solve even the most challenging issues.

### ADVANCE SCRIPPS’ ENGAGEMENT AND POSITION WITHIN THE CLAREMONT COLLEGES CONSORTIUM

Scripps College enjoys membership in the Claremont Colleges consortium, which allows for a broader community of 8,500 students and 3,270 staff and faculty in addition to Scripps’ own small, close-knit community. The next president will continue to leverage the economies of scale that this relationship affords, including finding ways to enhance shared services, student activities, and academic programming. The next president will also establish effective working relationships with fellow presidents and create opportunities to build new partnerships while championing Scripps’ priorities within this complex consortial environment.

## DESIRED QUALIFICATIONS AND CHARACTERISTICS

Scripps College's next president will embrace the College's distinctive mission and core values as a relationship-driven liberal arts college dedicated to women's education. Ideally, exceptional candidates will possess many of the following professional qualifications and personal characteristics:

- A record of clear, transparent, and frequent communication across diverse constituencies within an institution or organization;
- An accessible leadership style paired with a desire to welcome feedback and work collaboratively with all constituencies for the betterment of the College;
- Demonstrated experience successfully working within a strong shared governance environment;
- A history of advancing inclusion, diversity, equity, and access initiatives with concrete, positive results;
- An unwavering commitment to women's education;
- A record of successful fundraising with individuals, corporations, and foundations and a demonstrated ability to build a positive culture of philanthropy;
- Financial acumen, particularly with regards to the finances of higher education;
- A record of accomplishment in hiring and retaining diverse and highly effective faculty and staff;
- Deep and high-level managerial experience, inclusive of both budgetary and personnel oversight and responsibilities;
- Comfort and practice with "hitting the ground running" when transitioning to a new institution; and,
- A willingness to think boldly and take calculated risks in innovating for the College's future.

Ideally, the candidate will also bring many of the following:

- Experience working successfully with a board;
- Active engagement in national associations, experience writing editorials and opinion pieces, or participating in other national-level activities that demonstrate an ability to be a thought leader;
- A desire to be highly visible on campus;
- Leadership experience in an academic community;
- A willingness to face the most significant challenges head-on;
- A creative, inspirational, and enthusiastic approach to leadership;
- Experience working within a consortial relationship or environment;
- Boundless energy and a "can-do" attitude; and,
- Patience, an inclination to start by listening, and an ability to encourage dialogue and consensus-building when conflicts arise.

For best consideration, please send all nominations and applications to:



Shelly Storbeck, Managing Partner  
Anne Koellhoffer, Senior Associate  
Storbeck Search  
ScrippsPresident@StorbeckSearch.com

*Scripps College is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin or ancestry, sexual orientation, gender identity, physical or mental disability, medical condition including genetic characteristics, or any other consideration made unlawful by federal, state, or local law.*



Professor of Biology Jennifer Armstrong instructs a student on chromosome structure and gene expression research in her lab.



Scripps graduates flank founder Ellen Browning Scripps' words carved into Honnold Gate's wall.



SCRIPPS

THE WOMEN'S COLLEGE  
• CLAREMONT •

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