

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 institution into a new era of excellence and impact.

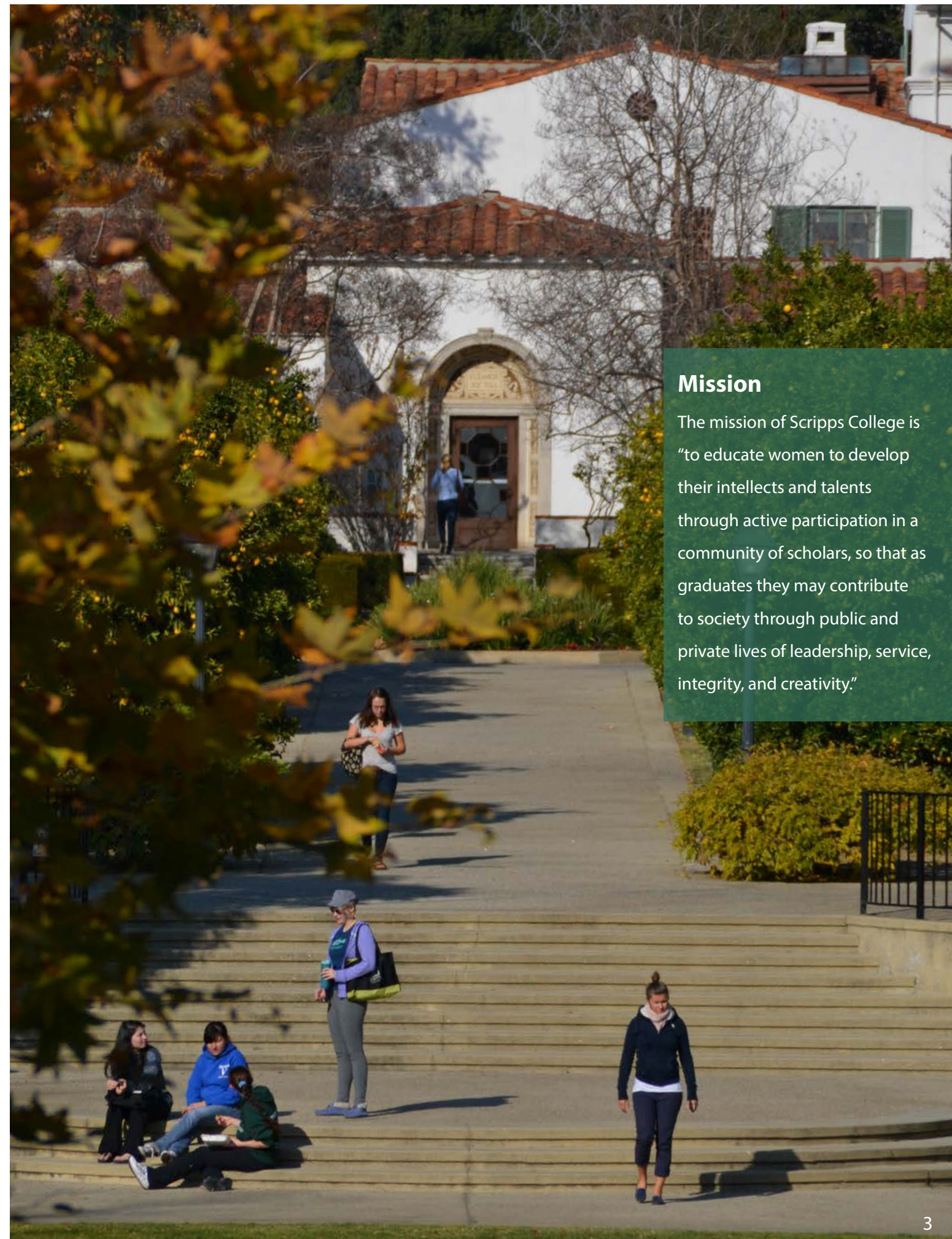
When Scripps was founded in 1926, it was one of few institutions in the West dedicated to educating women for lives of commitment and engagement, both personally and professionally. Since then, Scripps has continued to champion qualities of both mind and spirit in accordance with the vision of its founder,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

Scripps today is a highly selective women's liberal arts college that offers to its 962 undergraduates a rigorous interdisciplinary curriculum, a robust intellectual community, a commitment to diversity and inclusion, and a rich residential experience designed to shape the next generation of leaders. A member of the Claremont consortium, Scripps is a key participant in this unique and invaluable multi-institution collaboration.

The College's increasingly competitive admissions process reflects the growing demand for a Scripps education. Over the past decade, Scripps has achieved a 42 percent increase in applications, an 18 percent increase in selectivity, and a 10 percent increase in enrollment yield. These positive trends attest to the quality and vibrancy of the College and its ability to attract and graduate increasingly more diverse classes of highly qualified students.

Scripps has garnered 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 is ranked seventh among U.S. baccalaureate institutions credited with producing the greatest number of Fulbright recipients.

Scripps is financially stable. The current comprehensive capital campaign—already the most successful in the College's history—will augment Scripps' strong financial position by providing additional resources for long-term institutional growth and for strategic priorities, including increasing financial aid resources, reassessing faculty workload, and expanding campus facilities. The College is well positioned not only to continue but also to accelerate its trajectory of success, achievement, and increasing national prominence.



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.”

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 often 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 50 **courses of study** available on campus and additional majors offered 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.

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.



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: The mission of the LASPA Center for Leadership is "to develop and support future generations of women leaders, providing them with the necessary attributes, knowledge, and skills to succeed in the 21st century."

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.

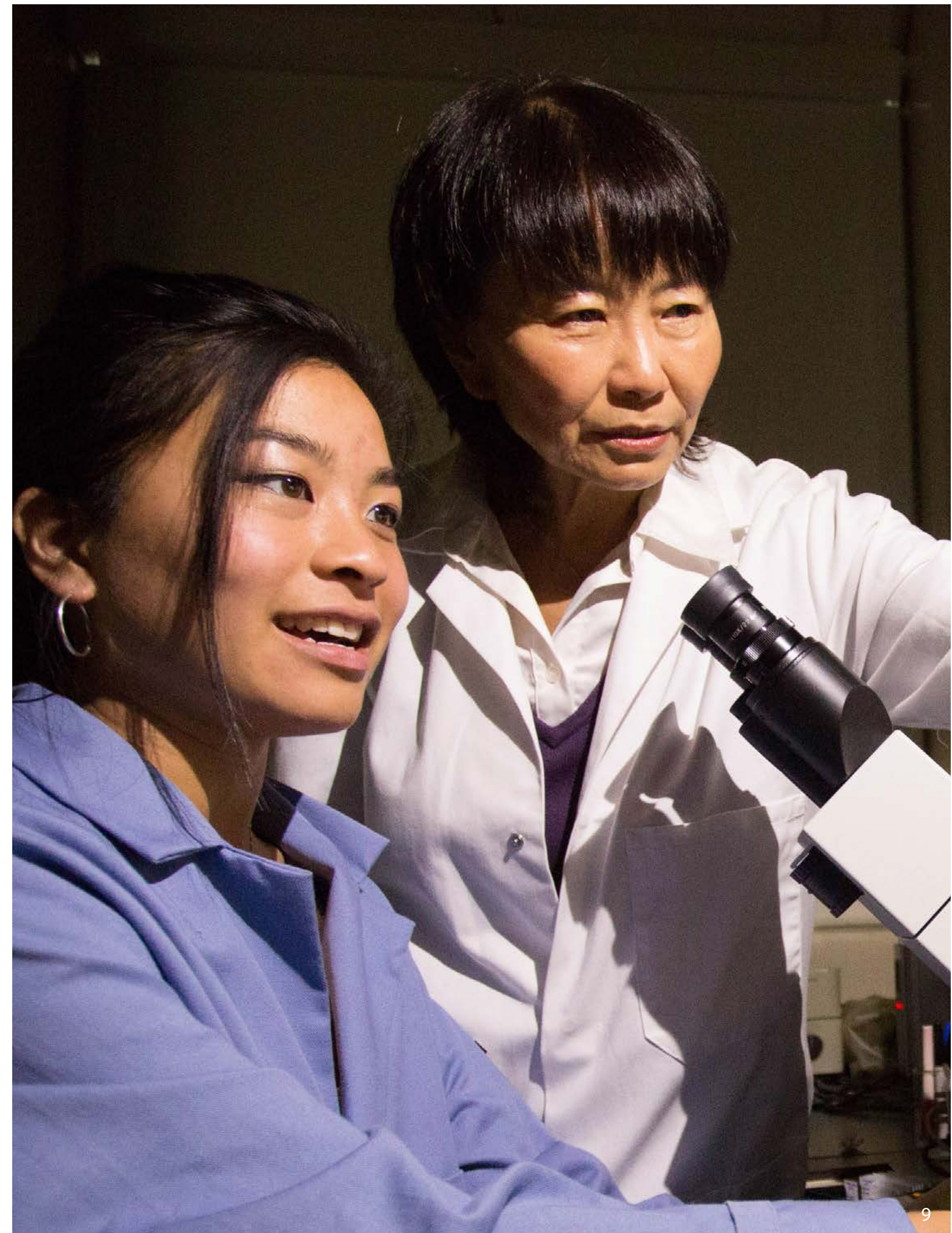
Scripps College Academy: An intensive, multi-year, pre-college program for high-achieving young women with limited resources who seek to become the first generation in their families to attend college.

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 10:1 and the collaborative nature of the College enable this intense intellectual experience.

Of Scripps' 121 faculty members, nearly 75 percent are full time, 97 percent possess a PhD or appropriate terminal degree, 59 percent are women, and over 18 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. The College is currently examining faculty teaching load and other ways to further enhance the intellectual culture.



EXCEPTIONAL STUDENTS

Eighty-three percent of Scripps students who reported a class rank ranked in the top tenth 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 20 countries. Approximately 38 percent are students of color, four percent are international students, almost nine percent are first-generation college students, and 12 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 35 countries around the world. The majority of Scripps students are engaged in one or more of the 155 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.



INSTITUTIONAL STRENGTH

FINANCIAL POSITION

Scripps College's \$334 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. Despite market volatility, Scripps maintained a balanced budget throughout the economic recession 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 while many other institutions significantly reduced operating budgets.

CAMPAIGN

"More Scripps: The Campaign for Scripps College" is already the most successful fundraising effort in the history of the institution. To date, the campaign has generated \$116 million, or 66 percent of the \$175 million goal. Trustees have committed over \$49 million of the total amount raised, and the overall fundraising effort has gained significant momentum over the past year. Campaign priorities include scholarships, faculty and curriculum, national leadership, signature campus projects, unrestricted endowment, and The Scripps Fund. Key campaign accomplishments to date include: establishment of two endowed chairs; 16 endowed scholarships; and the foundation of the LASPA Center for Leadership. The campaign has also resulted in the construction of three new facilities: the Joan and David Lincoln Ceramic Art Building, the Katharine Howard Miller '55 Wing of the Bette Cree Edwards '49 Humanities Building, and a new, soon-to-be-completed student residence hall.

The Scripps Fund is increasingly strong, having grown by more than 50 percent over the past two years. In 2015, the alumnae giving rate was 33 percent, and 45 percent of parents of current students gave to the College.



BOARD OF TRUSTEES

Scripps College's **Board of Trustees** is composed of 39 members: 29 regular trustees; the president; two alumna trustees; the president of the Alumnae Leadership Council; the president-elect of the Alumnae Leadership Council; the co-chairs of Scripps Association of Families; two recent graduate trustees; and one recent graduate trustee-elect. The Board elects regular trustees for an initial term of three years. Constituent trustees are elected by their respective groups and serve on the Board for a specified period of time. Scripps current trustees include alumnae, parents and children of alumnae, and friends of the College whose diverse expertise spans the fields of law, education, philanthropy, business, performing arts, technology, and government, among others. There are also 10 emeriti trustees who provide valuable perspective and experience-based counsel to the Board.

Scripps College subscribes to a **shared governance model** that incorporates participation by Board committees, faculty, alumnae, parent, and student governing bodies. Many of the Board committees also include faculty and students as voting members. The Board has recently renewed its commitment to meet or exceed the highest standards for communications, oversight responsibilities, and self-evaluation. The full Board of Trustees meets four times per year.

ADMINISTRATION AND STAFF

The president's **senior leadership team** consists of seven 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 of the Board of Trustees; a vice president for institutional advancement; a vice president for enrollment; and a vice president for marketing and communication.

Scripps College's 260 employees, many of whom have been with the College for over 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.

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 fifty percent of all alumnae have graduated from Scripps since 1992, reflecting the growth of the student population over the last two decades.

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, nine residence halls, a student-run coffeehouse, an art gallery and museum, a student-run store, a Gordon Kaufmann-designed library, and a multiuse performing arts center.

The College's nine residence halls are known for their architectural details, serene courtyards, and intimate community spaces. Construction of a tenth residence hall to meet the needs of a growing student body is currently underway and scheduled to open in the fall of 2016.



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 midsized university.

Each of The Claremont Colleges is an independent institution with its own student body, faculty, board, campus, distinctive mission and identity, as well as 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; health and counseling services; interfaith chaplaincy; and recreational facilities. The Claremont University Consortium provides shared services for The Claremont Colleges, and has a separate Board of Overseers consisting of the presidents and board chairs of the colleges as well as at-large members.

With a combined coed student body of more than 5,000 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 college community members, as well as the local Claremont and greater Los Angeles communities.



Scripps College

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
Average class size: **16** students

Selectivity

Admit rate: **28%**
Yield: **38%**
Median SAT Scores: Critical reading: **690**; Math: **670**; Writing: **690**

Faculty

121 faculty members
1:10 faculty-to-student ratio
97% PhD or terminal degree
59% women
18% underrepresented groups

Students

962 undergraduate students
38% students of color
4% international students
9% first-generation college students
12% Pell Grant eligible
97% live on campus

at-a-glance*

Financial Aid

Approximately **60%** of students receive financial aid
Average total need-based indebtedness for Scripps graduates: **\$20,125**—
well below the national average at private colleges and universities

Staff

260 professional staff

Alumnae

Approximately **10,000** 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 5,000 undergraduate students shares academic programs, student support resources, and facilities.

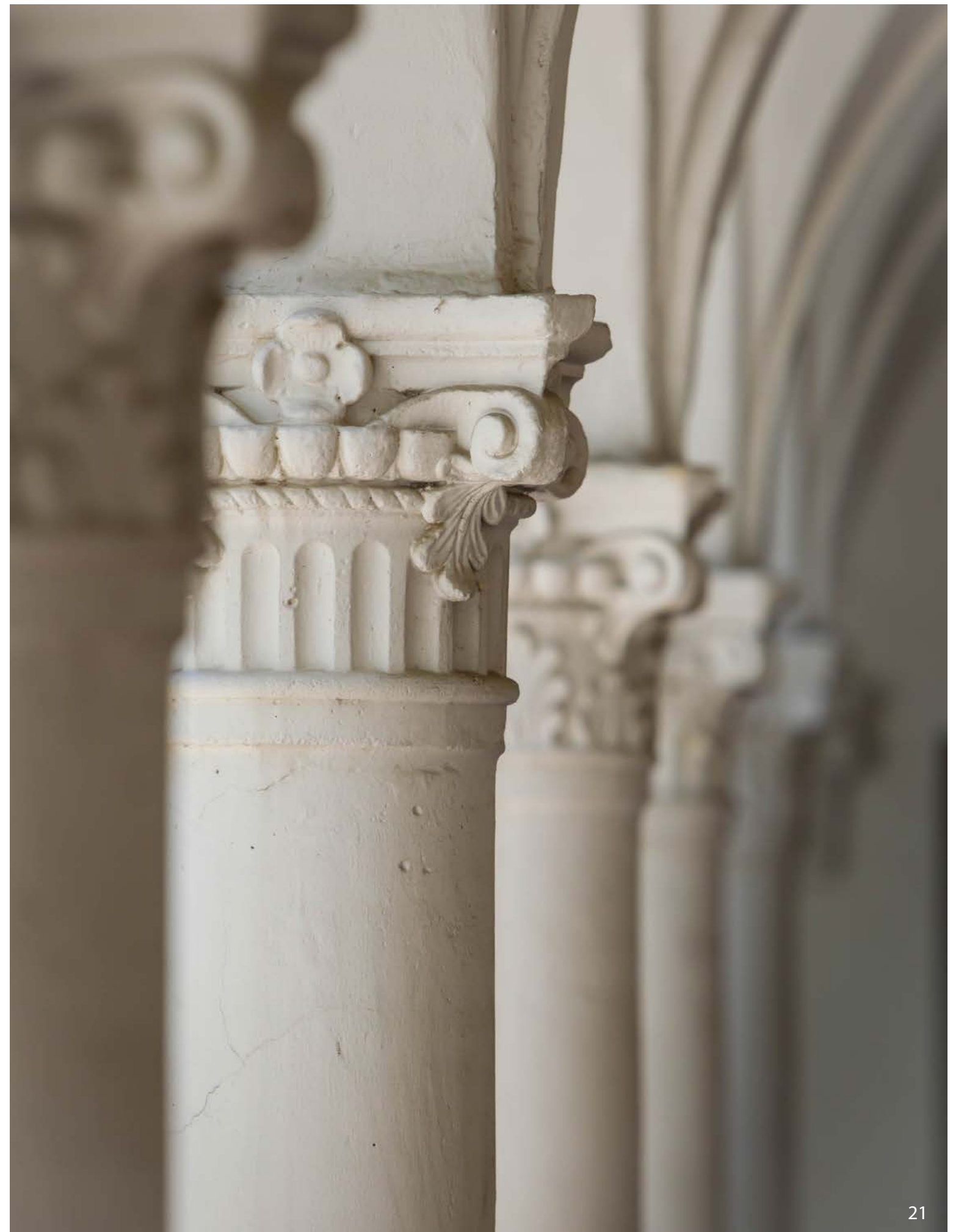
Los Angeles and the City of Claremont

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, street festivals, and weekly farmers’ market provide entertainment.

**All data accurate as of the 2014-15 academic year, unless otherwise cited.*

SCRIPPS' NINTH PRESIDENT

The next president of Scripps College will lead a campus characterized by deep academic, co-curricular, and community engagement, an unwavering commitment to the liberal arts and women's education, and an extraordinarily passionate and involved student body. The president serves as the chief executive officer and reports to the Board of Trustees.



CHALLENGES

Scripps is poised to build upon fundamental academic, community, and financial strengths. It seeks a president who espouses the values of intellectual exploration, creativity and service, and inclusive excellence. The next president will be someone who believes in sustaining a community of deep engagement and mutual respect, and whose educational philosophy builds upon that of founder Ellen Browning Scripps, who wrote, “the paramount obligation of a college is to develop in its students the ability to think clearly and independently, and the ability to live confidently, courageously, and hopefully.” In maintaining and enhancing Scripps’ ability to offer such a transformative educational experience, the next president will be asked to take on the following opportunities and challenges:

LEAD AND DIRECT THE DEVELOPMENT OF THE NEXT STRATEGIC PLAN

The next president will have the opportunity to lead an institution-wide strategic planning process that will articulate the College’s priorities as it pursues its mission over the next decade. Scripps’ prior strategic plan dates from 2007 and has given healthy focus to the College’s growth since that time. A new strategic planning conversation will likely include robust discussion of key issues: faculty teaching load and compensation; allocation of resources across the academic program; strategies for enhancing accessibility, diversity, and inclusion; increasing financial aid resources; expanding co-curricular programming and real world experiences for students while sustaining Scripps’ curricular commitment to interdisciplinary humanities; and positioning the school as a leader in national dialogues on the importance and value of a residential liberal arts education. The president will be expected to collaborate with the Board of Trustees to help the institution frame these discussions productively, develop a plan that gives the College a strong sense of vision and direction, and work within an enthusiastic and supportive community to deliver on the goals identified.

BUILD THE COLLEGE’S FINANCIAL RESOURCES

Scripps is in a healthy financial position today, with a balanced budget, robust admissions profile, and attractive cost-sharing arrangements within the Claremont consortium. The current fundraising campaign, “More Scripps: The Campaign for Scripps College,” was launched in November 2013, and has raised \$116 million to date toward its \$175 million goal. The next president will need to sustain the momentum of the campaign, build relationships early with key prospects and donors, and lead the College to a successful conclusion of this important effort while laying the groundwork for even greater future philanthropic engagement from Scripps’ many supporters—trustees, alumnae, parents, faculty, staff, students, and friends alike.

ADVANCE DIVERSITY AND INCLUSIVITY ON CAMPUS

Scripps is committed to continuing the progress it has achieved in building a campus-wide culture of inclusion. The next president will have the opportunity to build upon this foundation and champion initiatives that advance inclusion, diversity, equity, and access throughout the Scripps community.

SERVE AS A VISIBLE ADVOCATE FOR SCRIPPS AND THE VALUE OF A LIBERAL ARTS EDUCATION

Scripps has enjoyed increased national recognition and prominence in the past decade. Consistently ranked among the top national liberal arts colleges, Scripps has been able to provide leadership in national conversations on topics ranging from the abiding relevance and power of the humanities; the importance of global and interdisciplinary perspectives within the liberal arts; diversity, access, and inclusion in higher education; and the meaning and value of women’s education in the 21st century. The next president of Scripps will be expected to maintain Scripps’ reputation, engagement, and visibility in these and other settings, and to advocate persuasively on behalf of the College’s essential beliefs and priorities.

SUSTAIN AND ENHANCE SCRIPPS’ ROLE WITHIN THE CLAREMONT COLLEGES

Scripps is fortunate to be a member of one of the most robust collaborations in American higher education. The next president of Scripps will be expected to commit deeply to this partnership in the following ways: building effective working relationships with fellow Claremont college presidents; creating opportunities for Scripps to join and contribute to initiatives, programs, and shared resources within the consortium; and championing Scripps’ priorities and needs in this complex environment.

DESIRED QUALIFICATIONS AND PERSONAL CHARACTERISTICS

The next president of Scripps College will be a proactive, collaborative, inspirational, and transparent leader with the following qualifications and personal characteristics:

- Commitment to Scripps' core values of intellectual curiosity and risk-taking, service, global citizenry, and the celebration of difference;
- Staunch supporter of the liberal arts and women's education;
- Experience with balancing the needs of various constituencies;
- Disciplined and strategic approach to long-term planning and institutional sustainability;
- Capacity to manage and focus a complex organization;
- Decisive yet collaborative approach to making decisions;
- Exercises flexibility while working with multiple advisors;
- Possession of an informed commitment and sensitivity to issues of diversity and inclusion;
- Courageous, consensus-seeking leadership style, especially in the context of the Claremont consortium;
- Fundraising proficiency, including the ability to successfully close a campaign and to inspire ongoing support for the College;
- Respect for and commitment to shared governance;
- Aptitude for recruiting and retaining outstanding staff and faculty;
- Ability to be articulate, clear, and eloquent when describing Scripps;
- Commitment to transparent and respectful communication, including deep listening;
- Talent for financial management and understanding of financial trends in higher education;
- Proclivity for welcoming challenges within the context of constructive and civil discourse;
- Desire to be an accessible, visible member of the campus community;
- Superb emotional intelligence, unwavering energy, intellectual heft, charisma, kindness, a strong sense of humor, and approachability.

ADDITIONAL INFORMATION

Salary and benefits will be competitive. This appointment is anticipated to begin in July 2016. The review of candidate materials will begin immediately and continue until the position is filled. For best consideration, please send all nominations, inquiries, and applications no later than **Monday, November 16**, electronically and in confidence, to:

Shelly Storbeck, Managing Partner
Nell Booth, Managing Associate
Anne Koellhoffer, Associate
Storbeck/Pimentel & Associates
ScrippsPresident@storbeckpimentel.com

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SCRIPPS

THE WOMEN'S COLLEGE
• CLAREMONT •

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