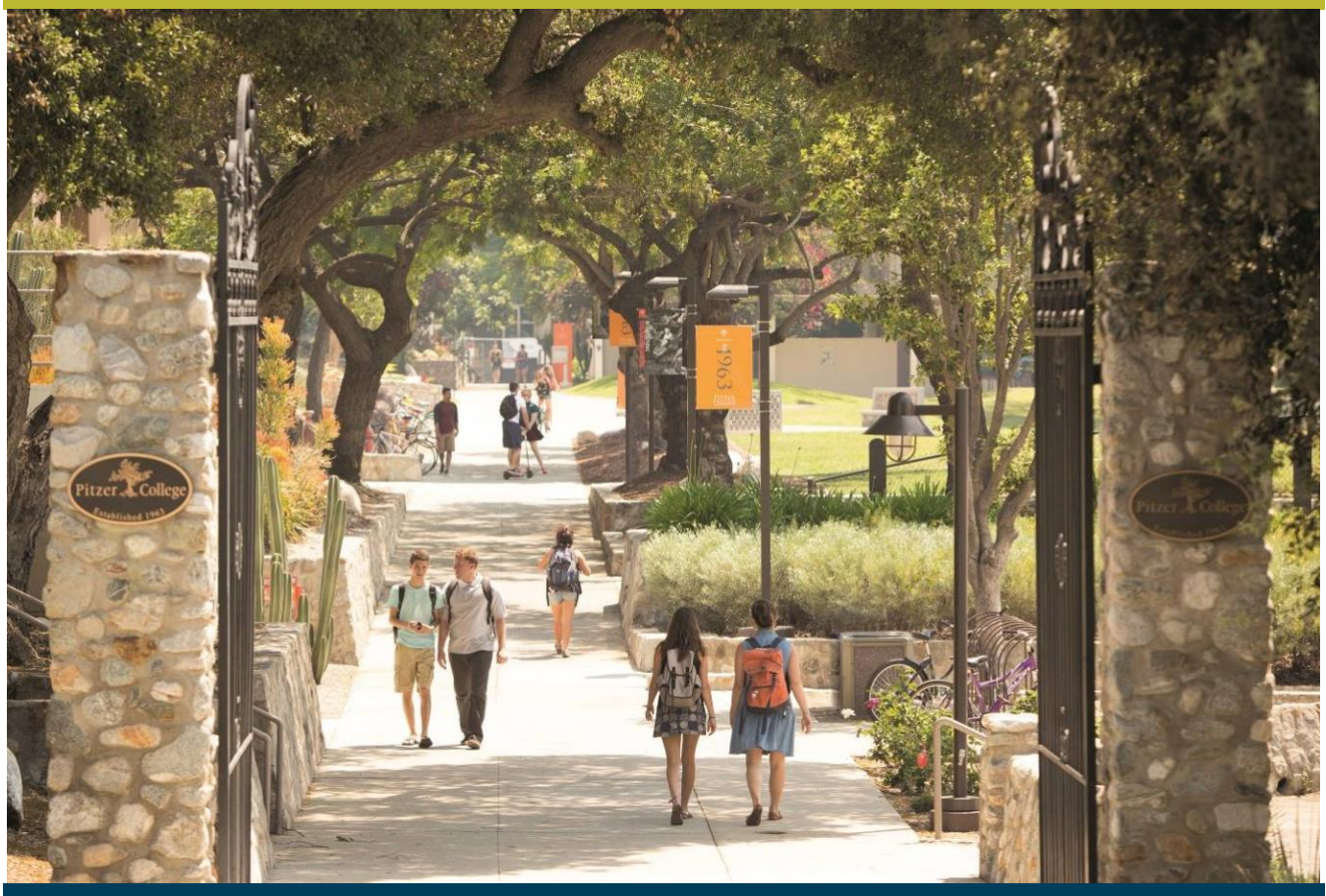




President

Leadership Profile

Spring 2022



WittKieffer

Contents

3	Executive Summary
5	About Pitzer College
16	Opportunities and Expectations for Leadership
19	Professional Qualifications and Personal Qualities
21	Procedure for Candidacy

Executive Summary

Pitzer College—a nationally-ranked, residential, private liberal arts college in Claremont, California—is seeking a visionary, collaborative, energetic, and highly visible leader as its next president.

Pitzer produces engaged, socially responsible citizens of the world through an academically rigorous, liberal arts education emphasizing social justice, intercultural understanding, and environmental sustainability. The College offers majors in the arts, humanities, natural sciences, social sciences, and interdisciplinary studies. Pitzer enrolls nearly 1,200 diverse and talented students and is home to approximately 100 faculty, in addition to more than 50 jointly appointed faculty in its intercollegiate science department.

Pitzer is a member of the Claremont Colleges—a unique consortium of five contiguous undergraduate colleges and two graduate institutions that share numerous programs and facilities. For example, Pitzer and Scripps Colleges have just broken ground on a joint, state-of-the-art science center to support interdisciplinary teaching and research. Pitzer and Pomona Colleges jointly operate an outstanding athletics program. The consortium offers Pitzer students the resources of a major university and the benefits of a small liberal arts college with a personalized approach to education.

Pitzer has embraced a spirit of innovation, democratic participation, and challenge to the status quo since its founding in 1963. Pitzer was one of the first colleges in the nation to divest its endowment of fossil fuel stocks and to adopt test-optional and test-free admissions. More recently, its Inside-Out Pathway-to-BA program was the country's first prison education program, wherein incarcerated "inside" students and "outside" students attend classes together, leading to a bachelor's degree; the program's first cohort graduated in May 2022, and one of these inaugural students was awarded a Fulbright Fellowship.

Pitzer students are distinguished by their spirit of inquiry, adventure, and social and political engagement. Each student works closely with faculty to design an academic program that reflects their interests and aspirations. Students are encouraged to study abroad in one of Pitzer's culturally immersive programs in Brazil, Costa Rica, Ecuador, Italy, Nepal, Southern Africa, or Vietnam. Pitzer's Community Engagement Center and its Robert Redford Conservancy for Southern California Sustainability involve faculty, students, and area residents working together to address regional issues and advocate for social and environmental justice. Pitzer's highly participatory governance system involves faculty, staff, and students serving together to shape institutional policies and the life of the college.

Pitzer's board, faculty, and staff are eager to advance the college's position as a leader in liberal arts education for the 21st century. Student interest and enrollments are strong, and the College is on sound financial footing. As a relatively young institution, Pitzer seeks to build its endowment and expand the financial aid required to serve students from every economic background. To that end, Pitzer's next president is invited to focus on the following priorities:

- Champion Pitzer's longstanding commitment to social justice, intercultural understanding, and environmental sustainability
- Inspire alums, friends, and philanthropies to support and invest in Pitzer's future

- Bring strategic and transparent leadership while engaging in Pitzer's distinctive shared governance model
- Elevate and enrich Pitzer's vision for interdisciplinary science education
- Increase Pitzer's visibility and impact regionally, nationally, and beyond

To achieve these objectives, the next president will need to bring passion, energy, a collaborative spirit, and exceptional communication skills to lead the College forward. They will have a demonstrated commitment to diversity, equity, inclusion, and access. Ideally, they will possess an earned doctorate and be a recognized scholar in one or more academic fields or topic areas for which Pitzer is known. The Pitzer community is open to nontraditional candidates who, through previous leadership and commitment to a liberal arts education, would garner the respect of the campus and broader communities.

To submit a nomination, express personal interest, or apply for the position, please see "Procedure for Candidacy," at the end of this document.



About Pitzer College

Founded in 1963, Pitzer College is a top-ranked liberal arts college. The College emphasizes environmental and interdisciplinary studies, the arts, humanities, and social, behavioral, and natural sciences. With 1,168 degree-seeking students, Pitzer College is part of The Claremont Colleges—a unique consortium of five undergraduate colleges and two graduate institutions. The contiguous campuses share numerous programs and facilities. At Pitzer, students have access to the resources of a major university while enjoying all the benefits of a liberal arts college experience and its personalized approach to education. In the 2022 Best Colleges rankings, *U.S. News & World Report* names Pitzer College among the country's best liberal arts colleges, ranking it at #35. *The Princeton Review* ranks Pitzer College #1 among the [Top 20 Best Schools for Making an Impact \(Private Schools\)](#) in the Best Value Colleges 2022 rankings. The College was also named a 2022 Best Western College by *The Princeton Review*.

Pitzer students shape their own college experience. Focused educational objectives guide undergraduates as they plan their academic careers. Students can work with faculty advisers to create self-designed majors. Students are encouraged to collaborate with community members on local projects and critically examine the effects of social and environmental policies. Students actively participate in [college governance](#) by serving on committees and/or by becoming voting members of College Council, the College's decision-making body.

Mission

Pitzer College produces engaged, socially responsible citizens of the world through an academically rigorous, interdisciplinary liberal arts education emphasizing social justice, intercultural understanding, and environmental sensitivity. The meaningful participation of students, faculty and staff in college governance and academic program design is a Pitzer core value. The Pitzer community thrives within the mutually supportive framework of The Claremont Colleges, which provide an unsurpassed breadth of academic, athletic and social opportunities.

Core Values

At Pitzer, five core values distinguish the approach to education and are incorporated into students' graduation requirements:

Social Responsibility: Students spend four years examining the ethical implications of knowledge and individual responsibility. They learn to evaluate the impact of individual and collective actions manifested in social and political policies.

Intercultural Understanding: Individual perspectives and approaches to the world are informed by the culture in which one resides. Intercultural understanding enables Pitzer students to comprehend issues and events from cultural lenses beyond their own. From Los Angeles to Botswana to Nepal, Pitzer students are educated to thrive and succeed in an ever-changing global community.

Interdisciplinary Learning: Pitzer College students are taught to challenge traditional ways of learning and to make immediate connections among academic disciplines. Faculty are organized by field groups instead of traditional academic departments. Scientists, sociologists, historians, writers, and artists influence each others' work and often teach courses together.

Student Engagement: Pitzer's unique curriculum allows students the opportunity to direct their own educational and career paths by creating their own majors. In addition, students are active members of College governance—making decisions on everything from academic policies and faculty and staff hiring to public art displays and building design.

Environmental Sustainability: Sensitivity for and preservation of the environment is a key value of Pitzer College. Campus landscaping utilizes drought-resistant, native plants, and the College is proud of its many LEED (Leadership in Energy and Environmental Design)-certified sustainable buildings. Students shape their daily activities, programming, and studies to ensure they leave the environment and the world stronger than how they found it. Students interested in environmental issues will find Pitzer an exciting living and learning laboratory.

Academics

Pitzer offers a curriculum that embraces the best of both tradition and innovation. Students will experience a rigorous course of study, firmly grounded in the traditions of learning and intellectual debate found at the great colleges and universities of the world. At the same time, Pitzer offers students the opportunity to design, with the assistance of faculty advisers, academic programs that are truly creative and that support individual interests and aspirations. Some students design their own major, combining different elements of the academic program into their own particular course of study. Pitzer College celebrates cultural diversity and intercultural understanding, and it actively recruits students from different socioeconomic, ethnic, and geographic backgrounds. In addition to learning from one another, students are encouraged to participate in one of the more than 45 [international exchanges](#) available



through Pitzer's study abroad programs, helping them learn a foreign language and deepening their appreciation of global diversity. Pitzer is unusual among small liberal arts colleges for having developed its own culturally immersive study abroad programs—currently in Brazil, Costa Rica, Ecuador, Italy, Nepal, Southern Africa, and Vietnam.

All Pitzer students take a paired course sequence of one social justice theory and one social justice praxis course, in order to gain a deeper understanding of community engagement. Pitzer is also home to the Inside-Out Pathway-to-BA program, the country's first BA degree-seeking prison education program wherein incarcerated "inside" students and "outside" students attend classes together. A first cohort of eight students graduated in 2022. The Inside-Out Pathway is part of the intercollegiate Justice Education Initiative program at The Claremont Colleges.

Faculty

Pitzer is home to 97 full-time faculty, 74 of whom are tenured/tenure-track; 58% of tenure-line faculty are female. In addition, the shared Keck Science Department is home to 56 faculty (37 tenured and tenure-track, 65% of whom are female), all of whom have appointments at Pitzer, Scripps, and Claremont McKenna Colleges.

The College remains committed to the teacher/scholar model, with most faculty teaching five courses over two semesters. Scholarship and research have become increasingly important components in faculty promotion and tenure. Even still, teaching and learning in and outside the classroom remain the most important criteria for tenure and promotion and the defining feature of an academic position at the College.

Keck Science

The [W.M. Keck Science Department](#) is the interdisciplinary home to all Pitzer, Claremont McKenna, and Scripps Colleges faculty in environmental science, biology, chemistry, and physics, as well as many neuroscience faculty (other neuroscience faculty have appointments in psychology). The department has been administered cooperatively and housed within a center located at the intersection of the three colleges. This shared science department provides comprehensive, interdisciplinary instruction in small class settings and numerous opportunities for students to conduct research. A number of programs are designed to improve access to study in STEM fields, including the Summer Science Immersion Program, designed for students who are first-generation, belong to traditionally underrepresented groups in STEM, or attended under-resourced high schools.

Pitzer students study science through a program that, in the words of the Dean of Science, "lives at the interface of different disciplines." Because there are no "silos" separating the disciplines within the department, faculty frequently teach and conduct research across disciplinary boundaries. Laboratory and field investigations in courses and independent research are important parts of the curriculum. All science faculty hold doctoral degrees from leading universities and remain active researchers. Faculty members and students work side-by-side in the department's many research laboratories and in the field. Together, faculty and students regularly co-author research publications and present their work at scientific conferences.

Claremont McKenna College announced its intention to withdraw from Keck in 2018. Pitzer College and Scripps College are jointly planning a new approach to science education to meet increased student demand by creating a new, student-centric, 65,000-square-foot science center and renovating the existing science building, at an estimated cost of \$80 million. The state-of-the-art facilities will provide students and faculty with innovative teaching laboratories and classrooms, spaces to study and collaborate indoors and out, and community meeting rooms.

The transition of Keck Science from a three-college department to a one in which Pitzer and Scripps are equal partners promises to be transformational for the department and for Pitzer. Because the Keck faculty will be part of two campuses rather than three, the participation and impact of science faculty in the daily life of Pitzer and Scripps Colleges will grow and will increase opportunities for student-faculty research for Pitzer students. The focus of the new building is on teaching laboratories that will provide Pitzer students with a first-rate education in the hands-on practice of science. Finally, with strengthened synergy between Scripps College's commitment to gender justice and Pitzer College's commitment to environmental and social justice, Keck Science will be well placed to articulate a mission in which the implications of scientific knowledge and practice for society are at the heart of science education and research.

College Governance

Pitzer's system of highly participatory governance makes it unique among American colleges. Faculty, students, and staff serve together on nearly all [standing committees](#), including those that deal with the most vital and sensitive issues of the College community, as well as on College Council, Pitzer's primary legislative body, which votes on policy recommendations made by the faculty as well as by committees.

This system of governance is one of the highest expressions of the College's founding idea of participation and community, and offers members of the College community an active role in shaping institutional priorities and academic and student life.

College Council

College Council has the power to recommend policy changes, requirements for academic degrees and honors, the establishment of academic divisions, and the creation of standing and ad hoc committees. The president normally presides as the chair at Council meetings. Meetings occur several times each semester and may be convened at the call of the president, the dean of faculty, the chair of the Faculty Executive Committee, the convenor of the Staff Council, or the Student Senate chair. All faculty, staff voting members, and student voting members are expected to attend such meetings.

Diversity, Equity, and Inclusion (DEI)

Pitzer is a member of the Liberal Arts Colleges Racial Equity Leadership Alliance, a consortium of nearly 70 liberal arts colleges that meets monthly to discuss strategies for advancing racial equity and inclusion in higher education. Diversity is one of Pitzer's Community Values, and Pitzer's Diversity Committee seeks to implement the College's commitments to expanded racial and ethnic diversity in the student body and the faculty. The Committee also seeks to better represent underrepresented community members' concerns in the curriculum and in student life.



Numerous programs at Pitzer reflect the College's commitment to DEI. The Melvin L. Oliver [Racial Justice Initiative](#), named in honor of Pitzer's retiring president, infuses racial justice throughout the College's curriculum and co-curricular programs. The initiative also looks inward at Pitzer's institutional policies, norms, and relations with community partners while seeking to make Pitzer a force for racial justice in the world. Co-curricular programs include [CASA Pitzer's](#) Racial and Healing Justice Speaker Series and True Equity, a series of conversations initiated by the Office of Alumni and Family Engagement about systemic racial injustice, lived experiences, community coalitions, and fundamental change at Pitzer and in the US.

Diversity resources and organizations at Pitzer and The Claremont Colleges include but are not limited to: Pitzer Admission Diversity Program, [Justice Education Initiative](#), [Asian American Resource Center](#), [Office of Black Student Affairs](#), [Center for Asian Pacific Americans](#), [Chicano/Latino Student Affairs](#), [EmPOWER Center](#), [Queer Resource Center](#), and the [Student Disability Resource Center](#).

Student Life

Pitzer students have easy access to a broad range of activities beyond their academic life, both on the Pitzer campus and across The Claremont Colleges. Many Pitzer-centered activities align closely with the College's core values, including a highly engaged student government and environmental-related organizations. The [Robert Redford Conservancy for Southern California Sustainability](#) prepares students

to create solutions to the most challenging environmental and sustainability issues facing the planet. The [Community Engagement Center](#) connects with local organizations to create community-based research, service learning, and experiential educational opportunities that enhance the social, environmental, cultural, and economic health of communities. At [CASA Pitzer](#), located in nearby downtown Ontario, classwork is combined with an intensive internship as well as community-based engagement to create a highly experiential learning opportunity.

Pitzer's governance system is one of the most distinct and student-focused in American higher education. According to Pitzer bylaws, every college committee must have at least one Pitzer student as a full voting member. That means student representatives have a voice in making decisions about the future of the College, including everything from academic policies and faculty and staff hiring to public art displays and building design. *The Princeton Review* has ranked Pitzer #1 for Most Active Student Government and #2 for Most Politically Active Students (Best 384 Colleges 2019 Edition).

[Pitzer Activities](#) is chartered and funded directly by the [Pitzer College Student Senate](#) and aims to complement students' educational experiences through holistic student development. A range of opportunities, activities, events, and services support students in becoming involved members of a pluralistic society.



Pitzer students benefit from an amazing array of services, venues, and activities across The Claremont Colleges—health and counseling services, six dining facilities, multiple performing arts centers, and a nonstop stream of visiting thought leaders from all walks of life. Shared student resources include the Office of Black Student Affairs, the Asian American Resource Center, the Queer Resource Center, the Chicano/Latino Student Affairs Center, The Claremont Colleges Library, and much more.

Campus life at Pitzer is enriched by music festivals and art venues. The iconic Grove House hosts open mics, poetry and fiction readings, “Groove at the Grove” music performances, and art openings. The [Pitzer College Art Galleries](#) provides opportunities for students to gain hands-on experience working in the art world. More than 100 campus murals provide commentary on everything from equality for women to meditation. Students can submit proposals to the [Campus Aesthetics Committee](#) to add their public art piece to the College’s collection. All students are invited to write, paint, and express themselves on the ever-changing Free Wall in the center of campus.

In 2021, when *The Princeton Review* released its “Great Lists” feature, which identified colleges with a history of appearing in the *Review*’s “Best of” rankings, Pitzer was recognized for its Great Financial Aid, Most Politically Active Students, LGBTQ-Friendly atmosphere, and Great Campus Food.

Athletics

Pitzer student-athletes compete as [Pomona-Pitzer Sagehens](#), the joint athletics program of Pomona College and Pitzer College. The Sagehens are part of the National Collegiate Athletic Association’s Division III Southern California Intercollegiate Athletic Conference (SCIAC). From 2018 to 2022, even with seasons suspended due to the pandemic, the Sagehens won more than 25 SCIAC regular season or tournament championships, and the Women’s Water Polo team won a 2022 national championship. Fun fact: Gregg Popovich, the winningest coach in NBA history, coached for the Sagehens from 1979 to 1988.

Student Fellowships and Scholarships

Pitzer College students and alums have earned a multitude of awards and fellowships to conduct research, teach English, study languages, engage communities, and pursue their academic interests, both virtually and around the globe. Specifically, Pitzer has long been a leader in student Fulbrights. In 2020, *The Chronicle of Higher Education* cited Pitzer as [one of only nine baccalaureate institutions that have been top producers of Fulbright US students every year for the past decade](#). In the previous year, Pitzer was one of only 11 institutions in the country to be named a top producer for both the Fulbright US Student Program and the Fulbright US Scholar Program.

In the 2021–22 academic year, more than a dozen Pitzer students and alums have been awarded Fulbright Fellowships, including a formerly incarcerated student who participated in Pitzer’s Inside-Out Pathway-to-BA program. Pitzer students and alums were named Mellon Mays Undergraduate Fellows, and one graduate received a Thomas J. Watson Fellowship. Pitzer students and graduates have received Goldwater Scholarships, Ford Foundation Fellowships, and a Rhodes Scholarship.



Strategic Plan

Following more than a year of information-gathering and priority-setting by the entire Pitzer community, the College established four distinct goals as it enters the third and final phase of the [Strategic Plan 2025 Implementation](#):

- **Academic Resources & Planning:** Broaden the interdisciplinary landscape and expand academic resources to better equip students to engage holistically with the complex problems of the world
- **Build a Thriving Community:** Advance a College-wide sense of community and engagement by cultivating an environment where students, faculty, and staff all thrive
- **Financial Sustainability:** Deepen our commitment to financial sustainability to promote broader access to a Pitzer education and create adaptability in response to the evolving higher education landscape
- **Planning & Decision Making:** Develop a culture of inclusive, intentional, and transparent planning and decision-making

The Claremont Colleges

Patterned after the Oxford-Cambridge collaborative model, [The Claremont Colleges](#) consistently place at the top of national college rankings, including *Forbes*, *Money*, *U.S. News & World Report*, and *The Princeton Review*. Each nationally-recognized college has its own campus, board, faculty, staff, and students, and a distinctive mission. They each offer outstanding curricula, small classes, distinguished professors, and personalized instruction. In addition to taking classes at their home campus, students may register for classes among 2,000 offered at The Claremont Colleges. In addition to Pitzer, the institutions are:

Pomona College

Founding member of the consortium in 1887, [Pomona College](#) offers majors in the arts, humanities, natural sciences and social sciences, as well as interdisciplinary studies.

Claremont Graduate University

Founded in 1925, [Claremont Graduate University](#) offers master's and doctoral degrees plus dual degrees and inter-field opportunities.

Scripps College

Founded in 1926, [Scripps College](#) is a women's college that offers an interdisciplinary curriculum, intensive intellectual environment, and a rich residential experience designed to prepare students to think critically and solve complex problems.

Claremont McKenna College

Founded in 1946, [Claremont McKenna College](#) specializes in economics, political science, international relations and public policy as well as majors in the natural sciences, social sciences, and humanities.

Harvey Mudd College

Founded in 1955, [Harvey Mudd College](#) specializes in engineering, mathematics, computer science, and the physical and biological sciences and includes coursework in the humanities, social sciences and the arts.

Keck Graduate Institute

Founded in 1997, [Keck Graduate Institute](#) of Applied Life Sciences (KGI) offers five graduate degree programs focusing on the life sciences disciplines. Programs are organized into two professional Schools, the School of Applied Life Sciences and the School of Pharmacy.

Claremont, California

Pitzer College is located in Claremont, a tree-lined residential community on the eastern edge of Los Angeles County, 30 miles east of downtown Los Angeles. Nestled at the foothills of the San Gabriel Mountains, Claremont is a quintessential college town that is widely admired for its well-preserved,



historic architecture and walkable downtown village. Claremont is about an hour's drive from downtown Los Angeles, the beaches, the desert highlands, and snow-capped mountain ranges. Its proximity to Los Angeles offers endless cultural and entertainment opportunities. Centered in a robust intellectual and creative community, Claremont public schools are consistently ranked as the best in the region. The downtown village offers a variety of locally owned boutiques and restaurants, a burgeoning craft beer and spirits scene, and public art displays. Claremont is also home to the region's largest weekly Farmers Market and largest botanic garden dedicated exclusively to California's native plants.

Ontario International Airport, a 15-minute drive from Claremont, is a major airport with direct flights to Chicago, Denver, Honolulu, New York, Oakland, San Francisco, Seattle, and other major US cities. Claremont is also served by Metrolink, which provides direct rail service to downtown Los Angeles within one hour.

Pitzer Fast Facts

- Enrollment: 1,168 degree-seeking students
- Faculty: 97 full-time faculty; 74 tenured or tenure-track professors. In addition, Keck Science has more than 50 faculty shared by Pitzer, Scripps, and Claremont McKenna Colleges.
- Financials: Pitzer's annual operating budget is \$65 million, and its endowment is valued at \$177 million.
- Student-Faculty Ratio: 11:1
- Average Class Size: 15.2
- Courses: About 360 at Pitzer, with more than 2,000 classes available across The Claremont Colleges.
- 2022 *U.S. News & World Report* Ranking: #35 "Best National Liberal Arts College"

Fields of Study

- 40+ majors and 20+ minors in the arts, humanities, natural sciences, social sciences, and interdisciplinary studies
- Popular Majors: Environmental Analysis, Psychology, Political Studies, Economics, Sociology, Media Studies, Organizational Studies, Mathematical Economics, Human Biology, and English and World Literature
- Advanced degree programs include a joint BA-DO medical degree with Western University of Health Sciences, as well as joint programs with Claremont Graduate University

Admissions and Financial Aid

- 3.93—average GPA of incoming first-year students, fall 2021
- 17.5%—2022 admit rate
- 49.6% students of color among 2022 admitted students
- Nearly half of all admitted students choose to attend Pitzer—an exceptionally high yield
- 93% first-year retention rate
- One of the first test-optional colleges (2003), now piloting a test-blind program
- Approximately 44% of Pitzer students receive financial assistance
- Cited for Great Financial Aid, *The Princeton Review*, Best 387 Colleges: 2022 Edition

Student Outcomes

- 80% of Pitzer students complete a bachelor's degree from Pitzer in four years
- 88% complete a degree from Pitzer in six years
- 81% of the Class of 2021 were working full time, in graduate or professional school, or on a fellowship six months after graduation

Community Engagement

- 15,891: number of hours students devoted to community engagement in 2020-21
- All Pitzer students participate in social responsibility praxis and community engagement courses before graduation
- Designated as “One of the Nation’s Most Service-Oriented Schools” by *Newsweek*

Intercultural Education

- Eight Pitzer-run study abroad programs and approximately 60 domestic and international exchanges
- A Top Fulbright Producer Among Undergraduate Institutions —*The Chronicle of Higher Education*

Environmental Awareness

- Home to the Robert Redford Conservancy for Southern California Sustainability
- First private college or university in California to divest from fossil fuel stocks
- More than 25% of Pitzer’s energy comes from renewable sources

Opportunities and Expectations for Leadership

The president of Pitzer College will be a leader on campus and across The Claremont Colleges. Below are several areas where the new president can contribute immediately to Pitzer’s continued success:

- **Champion Pitzer’s longstanding commitment to social justice, intercultural understanding, and environmental sustainability**

Students, faculty, and staff are drawn to Pitzer because they want to challenge the status quo and make a positive difference in the world. At a time when democracy is under threat in the US and abroad—and when the very survival of life on earth is at risk—Pitzer demonstrates how a liberal arts college can be a force for constructive dialogue and community-led solutions. Social justice, intercultural understanding, and environmental sustainability are deeply rooted in the Pitzer curriculum and infuse all aspects of the College. To give just a few examples:

- Recently, the College established the Melvin L. Oliver Racial Justice Initiative to provide funds for curricular and structural transformation designed to deepen student, staff, and faculty knowledge and action around racialized violence.
- Critical Action & Social Advocacy (CASA) Pitzer advances critical analysis and builds community partnerships around the most pressing issues in the Inland Empire region, including incarceration, immigration, education, environment, labor, art, culture, and health.
- Pitzer’s study abroad program in Costa Rica—established in 2005 through the generous gift of a working farm by international ecologist Diane Firestone—features local collaborative resource management, a focus on human and tropical ecology, the study of reforestation and sustainable agriculture/permaculture practices, and community-based education.

- Over the past 20 years, Pitzer has remade its campus to promote low water usage and high energy efficiency. Pitzer was one of the first colleges in the nation to establish an environmental analysis major and to divest its endowment from fossil fuel producers.

Pitzer's next president has the opportunity to assert the College's mission and core values in ways that define what an education at a small liberal arts college in the 21st century can and should be. The incoming president will further animate what distinguishes Pitzer from its peers and bring attention to the value of a Pitzer education and Pitzer's mission in today's world. The Pitzer community desires a president who will engage authentically and enthusiastically with the campus community around its teaching, research, and strategic initiatives. Through active collaboration with students, faculty, staff, and the Board, the president will be well-positioned to communicate what Pitzer stands for and to position the college as a catalyst for change.

■ **Inspire alums, friends, and philanthropies to support and invest in Pitzer's future**

The next president will work in close collaboration with the Board and staff to scale up the College's fundraising and communications efforts and grow philanthropy. As Pitzer's chief fundraiser, the president will be a compelling storyteller, sharing the unique educational experience the College provides its students. The president will engage with trustees, alums, parents, friends of the College, and philanthropic foundations to raise funds to advance Pitzer's mission and values. A top priority will be to build Pitzer's endowment, which currently stands at \$177 million. While respectable for a college founded in the 1960s, Pitzer's endowment is small relative to other nationally-ranked liberal arts colleges. Increasing the endowment is essential to ensuring Pitzer has the financial resources and flexibility needed to serve students from all economic backgrounds, hire and retain outstanding faculty and staff, and continue to be a leader in curricular innovation and community engagement.

Pitzer has recently enjoyed success in raising significant resources for several educational priorities, including the new Pitzer-Scripps science center, the Robert Redford Conservancy, and the Melvin L. Oliver Racial Justice Initiative. The new president will work with the Advancement and Communications team to build on this momentum. Fundraising for scholarships to enhance affordability and access to Pitzer for low- and middle-income students is another top priority.

Recently, in connection with the implementation of the strategic plan, the Board of Trustees approved a gradual increase in Pitzer's enrollment to approximately 1,200 students. The pace of growth has exceeded projections due to higher than expected yields for recent entering classes. The alignment of resources to support this growth is imperative: hiring tenure-track faculty to meet course demands and reduce reliance on non-tenure-track faculty; providing additional student housing, advising, and counseling; and shifting administrative capacity to areas of high demand. The president will be expected to lead the campus in proactively identifying, spearheading, and shaping opportunities to manage this growth and engage in long-range financial planning for the institution.



- **Bring strategic and transparent leadership while engaging in Pitzer’s distinctive shared governance model**

The new president will address a number of important priorities facing Pitzer, providing strategic, inclusive, and transparent leadership through that process. The president will work with a dedicated Board, faculty, senior administrators, staff, and student leaders who are deeply committed to the College and ready to work through Pitzer’s shared governance structures to inform and advance these priorities in a timely manner.

The president will be attentive to the current needs and concerns of faculty, staff, students, parents, and alums. The high cost of living in Southern California, campus climate and belonging, effective participation for all members of the Pitzer community, and mental health and wellness are significant, ongoing issues. The president will further strengthen an environment where all members of the community feel seen and valued, and will thrive on a campus known for its deep traditions of student, faculty, and staff activism on behalf of social justice. A commitment to vigorous engagement and leadership in advancing institutional diversity, equity, and inclusion is vital.

- **Elevate and enrich Pitzer’s vision for interdisciplinary science education**

The W.M. Keck Science Department is the joint science department that presently includes Pitzer College, Scripps College and Claremont McKenna College. In the next two years, Claremont McKenna will exit the cooperative agreement to create its own science program, and Pitzer and Scripps will re-launch this innovative program with a major building expansion—a move which will much more deeply integrate the

Keck Science program within Pitzer and Scripps and make Pitzer a much larger partner in the future of Keck Science. Pitzer and Scripps broke ground in May 2022 on the Scripps-Pitzer science center, planned to open in fall 2024.

With this expansion comes an opportunity to reimagine science education in a liberal arts college to prepare students to tackle major challenges of our era related to climate change, public health, and social justice, among others. Likewise, this relaunch is ripe with opportunities for a leader who can articulate the importance of Pitzer's mission to the practice of science and the importance of science to the mission of Pitzer, building on the College's existing interdisciplinary strengths in neuroscience, psychology, and environmental analysis, as well as the commitment to social justice and inclusivity within the Keck program. Keck Science Department faculty are energized about this new partnership and becoming more deeply integrated and embedded in the community of Pitzer and Scripps. The president will actively foster an environment of belonging in which Keck Science Department faculty are embraced by and truly feel part of the Pitzer campus.

Co-leadership of the Pitzer-Scripps science center project and enhancing the sciences as key disciplines within Pitzer will be top priorities for the incoming president. The president will help ensure a thriving science program that meets the needs of both colleges, enhance Pitzer's visibility as a science college, lead the smooth realignment of the cooperative agreement, and ensure the successful completion of the building. With a growing number of Pitzer students pursuing science, this will continue to be a top area of focus for the College.



- **Enhance Pitzer's visibility and impact regionally, nationally, and beyond**

Pitzer's new president will position the College as a thought leader and a place that prepares its graduates to change the world for the better. The president will have the opportunity to increase the College's stature and visibility in meaningful and substantive ways beyond its strong reputation and rankings, influencing the national dialogue on issues that are important to the Pitzer community and the world. The president will pursue strategic opportunities to publicly represent Pitzer—regionally, nationally and beyond—and passionately communicate the vital role Pitzer and small liberal arts colleges more broadly play in American higher education.

Being a member of The Claremont Colleges is one of the many elements that distinguishes Pitzer and this opportunity. The incoming president will continue to foster strong and productive relationships with the other Claremont Colleges presidents while passionately advocating for Pitzer. The president will amplify Pitzer's innovative work within the Claremont consortium and in higher education more generally.

Professional Qualifications and Personal Qualities

Pitzer College seeks a president with vision, intellectual stature, a collaborative leadership style, an appreciation for campus activism, exceptional communication skills, and the energy and passion needed to advance Pitzer's mission and core values. A strong desire and willingness to engage in a significant level of fundraising is essential. The president will have experience as a leader of an organization of similar scope, vision, and complexity, with a substantial record of advancing diversity, equity, access, and inclusion. The ideal candidate will demonstrate many of the following characteristics:

Leadership and vision: A dynamic, innovative and democratic leadership approach; a strong, visible and engaged presence, with the ability to bring a community together around a shared long-term and strategic vision for Pitzer as it distinguishes itself across the landscape of higher education, keeping Pitzer ahead of its time.

Commitment to Pitzer's core values and mission: Deep identification with and ability to serve as a compelling communicator of the distinctive ethos, values, and mission of Pitzer; engagement at the national level on issues such as social justice, environmental sustainability, and social responsibility.

Champion of the liberal arts: A deep understanding of and commitment to the liberal arts, academic freedom, and the residential, undergraduate, liberal arts college experience; ability to articulate the role of the liberal arts and address the challenges facing a liberal arts education in an evolving and dynamic national context and increasingly globalized society.

An enthusiastic and effective fundraiser: A high aptitude and enthusiasm for fundraising; superb communications and interpersonal skills; the ability to authentically and easily express excitement to tell the stories of Pitzer and its students, faculty, and programs to engage both internal and external audiences and make a compelling case for philanthropic support.

Collaborative and consultative leadership: The ability to serve as a strong, fair, transparent, and democratic leader within Pitzer's distinctive system of shared governance; ability to elevate the voices of

students, faculty, and staff with dignity and respect by engaging in authentic conversations and partnerships; a collaborator and convener with the capacity to find common ground and bring campus constituents together; charting a path forward when challenges and disagreements arise; the desire to embrace the active role students play on campus and to be prepared and energized about direct engagement with an activist student body.

A champion of diversity, equity, inclusion, and social justice: A demonstrated record of accomplishment and impact in advancing issues related to diversity, equity, inclusion, and social justice; leadership with an authentic lens of social justice and equity in decision-making; experience encouraging a culture of diverse thought and comfortably participating and leading conversations about social issues that impact the community, as well as a successful track record in removing barriers to inclusion and affirming diversity in all its forms.

Authentic and dynamic engagement skills: A proven history of productive and collaborative relationships with internal and external constituencies; a true “people person” with high emotional intelligence and the energy and desire to be a visible leader on a robustly activist campus and across the consortium.

Academic credentials: An earned doctorate and scholarship in one or more academic fields or topic areas for which Pitzer is known is highly desired. The community is open to nontraditional candidates who, through previous experience and leadership in transformational undertakings and commitment to



excellence in education, would garner the respect of the campus and broader communities and be a strong advocate for the value and importance of the liberal arts.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Pitzer College in this search. For fullest consideration, candidate materials should be received by August 12, 2022.

Application materials should be submitted using WittKieffer's [candidate portal](#). Nominations and inquiries can be directed to:

Suzanne Teer, Alejandra Gillette-Teran and Lauren Bruce-Stets

PitzerPresident@wittkieffer.com

Pitzer College adheres to both the letter and the spirit of Equal Employment opportunity and Affirmative Action. It does not discriminate on the basis of race, color, creed, religion, national or ethnic origin, sex, gender, age, sexual orientation, marital status, pregnancy, disability, medical condition, or veteran status, in the administration of its admission policies, educational policies, scholarship and loan programs, athletic and other College-administered programs, and employment policies. Pitzer strongly encourages candidates from underrepresented groups to apply.