

SCRIPPS COLLEGE

Search for the Vice President for Academic Affairs and Dean of Faculty

Scripps College

Claremont, CA

“Incipit vita nova”

Here beginneth the new life

Scripps College, an internationally recognized leader in women's liberal arts education, seeks a highly collaborative and experienced leader to be their next Vice President for Academic Affairs and Dean of Faculty (VPAA/Dean). The VPAA/Dean will be joining Scripps as the institution approaches its centennial anniversary in 2026, led by a new President, Dr. Amy Marcus-Newhall, who took the helm in 2023. As Scripps embarks on its next one hundred years, it is an opportune time for a new VPAA/Dean to work closely with the Scripps community to further define academic excellence and their strategic objectives while reinforcing the commitment to their history, values, and academic mission.

Founded in 1926 by Ellen Browning Scripps, a visionary philanthropist and figure in education, publishing, and women's rights, Scripps College currently enrolls approximately 1,050 undergraduate students. Scripps College is a member of the prestigious [Claremont Colleges](#), a consortium comprising four other undergraduate institutions (Claremont McKenna, Harvey Mudd, Pitzer, and Pomona Colleges) and two graduate institutions (Claremont Graduate University and Keck Graduate Institute). They are located in the beautiful, walkable town of Claremont, which boasts tree-lined streets and historic buildings, nestled in the foothills of the San Gabriel Mountains, and is nationally recognized for its pleasant quality of life.

The next VPAA/Dean will lead the College's faculty and division of academic affairs in supporting academic excellence and inclusive student success, a key element of the College's strategic plan, which will be advanced in collaboration with both faculty and the division of Student Affairs and their leader, Dr. DeMethra LaSha “Sha” Bradley. The VPAA/Dean will be well supported by a team of highly capable staff and will lead a team of academic affairs professionals, including the Registrar, the Librarian of Denison Library, and directors of academic resource centers, the post-bac premedical program, assessment and institutional research, study abroad and global education, and the Ruth Chandler Williamson Gallery. The VPAA/Dean works with all faculty, especially those who have been elected or appointed to leadership roles, in faculty governance or in special assignments (such as the Clark Humanities Museum and the Humanities Institute). The VPAA/Dean will work with passionate and dedicated faculty, staff, their leadership team, and students to set the future direction of a liberal arts education at Scripps. The VPAA/Dean will work to address the following key opportunities and challenges:

- Strengthen and champion a shared vision for academic excellence
- Recruit and retain a talented and diverse faculty and staff
- Serve as an effective advocate and representative of Scripps externally and across the Consortium
- Enhance the recruitment, co-curricular experience, and success of a diverse student body, in collaboration with the VP for Enrollment and the VP for Student Affairs

A list of the desired qualifications and characteristics of the position can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About Scripps College

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, Ellen Browning Scripps. For more on the mission and history of Scripps College, please see Appendix I.

Scripps today is a highly selective women's liberal arts college with a robust intellectual community that offers a rigorous interdisciplinary curriculum, provides a rich residential experience, and commits to diversity, equity, inclusion, and racial justice while shaping the next generation of leaders. As one of the only 33 women's colleges in the U.S. and one of two on the West Coast, Scripps offers a challenging, while supportive, environment for academic and personal growth in keeping with the College's long and distinguished tradition of teaching in the humanities and interdisciplinary study. Scripps students develop strong voices and the confidence to use them as leaders in the arts, sciences, politics, and many more professions.

Central to the College's successes are its exceptional students. Scripps students annually win prestigious research and fellowship grants from the Fulbright Foundation, National Science Foundation, and Watson Fellowship program, among others, and Scripps is ranked in the top 25 among U.S. baccalaureate institutions credited with producing the greatest number of Fulbrights. Scripps students have access to more than 65 majors on campus and in collaboration with the other Claremont Colleges, the breadth of which rivals most mid-sized universities. Fifteen percent of Scripps students choose to pursue a double or dual major in alignment with the interdisciplinary nature of the Scripps education. Within five years of graduation, nearly two-thirds of Scripps alumnae complete graduate or professional degrees. Given the strong communication, analytical, and leadership skills that are the hallmark of a Scripps education, Scripps alumnae are well-prepared to excel in various professional fields.

Over the past decade, Scripps has achieved a 40 percent increase in applications and a four percent increase in selectivity, a testament to the growing demand for a Scripps education. Scripps

undergraduates represent 43 states and the District of Columbia and 22 countries. Approximately 41 percent are students of color, four percent are international students, 10 percent are first-generation college students, and 11 percent are from families eligible for Pell Grant support. Scripps College meets 100% of a student's institutionally demonstrated financial need. Approximately 55% of all students receive grant or scholarship.

At the heart of Scripps' intellectual community is a faculty of distinguished teachers who are accomplished scholars, researchers, and leaders in their fields, as well as accessible educators with evident commitment to student success. They produce internationally recognized research, publications, and artworks, while winning grants from prestigious organizations such as the MacArthur Foundation, the National Science Foundation, the Fulbright Program, and the National Endowment for the Arts. Of 128 Scripps 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, expanded faculty office space, and added new faculty positions. Faculty teach a 2-2 course load and serve as readers for the required senior thesis.

The Scripps curriculum is built on the expectation of close faculty-student interaction, and faculty engage deeply in mentoring, advising, and providing personalized instruction to students. Scripps' student-to-faculty ratio of 10:1, and the collaborative nature of the college, enable this personal experience. A commitment to great teaching is a defining characteristic of the Scripps College faculty. Their involvement in research, writing, and creative expression translates into innovative and lively instruction. Scripps professors are accessible outside the classroom, whether engaging students in cutting-edge research or sharing a casual meal with them. Scripps faculty members provide students with individual and group research experiences, including summer research opportunities. It is common for students to present research at conferences or contribute to research journals with faculty. Faculty members also serve as advisors, assisting students in selecting courses, adjusting to the academic life of the college, and considering post-graduate opportunities.

All Scripps students participate in common academic experiences:

- [Core Curriculum](#) – All students take courses in the Core Curriculum in Interdisciplinary Humanities. The Core is a closely integrated sequence of three courses designed to encourage increasingly sophisticated and focused interdisciplinary investigation of a broad range of historical and contemporary issues. The current theme of the Core Program as a whole is "Histories of the Present." The faculty are engaged in conversation about the future shape of the Core Curriculum, to ensure that it continues to develop crucial skills that will prepare Scripps students for success at both Scripps and beyond.
- [General Education Requirements](#) – In addition to the successful completion of a major, the Bachelor of Arts degree at Scripps is earned by satisfactory completion of a minimum of 32 courses to include the following General Education requirements: three-semester Core

Curriculum; Breadth of Study requirements; Race and Ethnic Studies requirement; Gender and Women's Studies requirement; Foreign Language competency; and Mathematics competency.

- Senior Thesis – All Scripps students complete a required senior thesis or project that is the culmination of their undergraduate studies, including independent research, detailed analysis, and the presentation of their conclusions. Select graduating seniors get the opportunity to share highlights of their theses or projects with the Scripps community on Capstone Day and publish their theses digitally through the Claremont Colleges Library. Given the institution's emphasis on independent thought and inquiry, these theses or projects are often the continuation of undergraduate student research, starting as early as a student's first year.

The average class size at Scripps is 16 students, creating a rigorous intellectual environment that promotes discussion, debate, and connection. Approximately 60 percent of Scripps students participate in off-campus study programs in the U.S. and in 47 countries around the world, and the majority take part in the 150+ clubs and organizations at Scripps and throughout the Claremont Colleges. Scripps Associated Students (SAS is the student governing body of Scripps College) plans a variety of programs and activities, funds clubs and organizations, and serves as an advocate for student needs and concerns.

Notable programs and institutions affiliated with Scripps are described in detail in Appendix II. An organizational chart reflecting the shared governance model at Scripps is available in Appendix III.

The Claremont University Consortium

The Claremont Colleges are a consortium of seven private institutions of higher education located in Claremont, California. They comprise five undergraduate colleges – Pomona College, Claremont McKenna College, Harvey Mudd College, Pitzer College, and Scripps College – and two graduate schools – Claremont Graduate University and Keck Graduate Institute. The Claremont University Consortium (CUC) was established in 1925 and is the central coordinating and supporting organization for these seven independent institutions.

Established in 1887, Pomona is the founding member of The Claremont Colleges. Pomona offers a traditional liberal arts program, with majors in the humanities, social sciences, and natural sciences. The Claremont Graduate University was founded in 1925 and offers master's and doctoral degrees in the humanities and social sciences, government, economics, mathematics, botany, management, and education. Scripps College was founded the following year, 1926, as part of an expansion of the Claremont Colleges. Claremont McKenna College, founded in 1946 as Claremont Men's College, offers a co-educational liberal arts education with strengths in business and public affairs. Harvey Mudd College joined the consortium in 1955, offering undergraduate degrees in engineering, science, and mathematics while emphasizing the humanities and social sciences. Pitzer College was founded in 1963, emphasizing the social and behavioral sciences, particularly psychology, sociology, anthropology, and political studies. The seventh and newest member, Keck Graduate Institute was founded in 1997 as the first American

graduate school dedicated exclusively to the emerging fields of applied life sciences while offering professionally oriented master's degrees.

Each of The Claremont Colleges is an independent institution with its own student body, faculty, campus, and distinctive mission and identity. Together, the schools form a rich intellectual network with myriad consortial benefits for students, faculty, and staff: joint academic programs, cross-registration in courses, a two-million-volume library, student bookstore, health and counseling services, chaplains offices, and recreational facilities, among others.

Current Context

Amy Marcus-Newhall is the 11th President of Scripps College and is widely recognized for her dynamism, resourcefulness, and impact as a leader at Scripps and throughout the Claremont Colleges Consortium. An advocate for liberal arts education and scholarship, a champion for expanding access to higher education, and a builder of engaged and inclusive communities, President Marcus-Newhall's experience as the Vice President for Academic Affairs and Dean of Faculty positions her to be a strong partner and advocate for Scripps' next VPAA/Dean. Marcus-Newhall's reputation as a distinguished scholar in social psychology has earned her awards for excellence in research, teaching, and service, and her work has been published in numerous scholarly journals including *American Behavioral Scientist*, *Behavioral Sciences & the Law*, *Journal of Applied Social Psychology*, *Journal of Personality and Social Psychology*, and the *Journal of Social Issues*.

The College's [Centennial Plan](#) was approved by the Board of Trustees in October 2018. 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' long-standing mission, laying the foundation for a Scripps at its 100th anniversary 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 the institution's strengths and magnifying its impact: Innovative Learning Organization, Inclusive Student Success, Mission Driven Outreach, and Distinctive Identity. The first 10 initiatives supporting the plan's themes were introduced over the past several years 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.

Another senior leader bringing a new perspective to Scripps, Dr. DeMethra LaSha "Sha" Bradley, assumed the role of Vice President for Student Affairs and Dean of Students at Scripps College on August 10, 2022. She is the recipient of various student affairs awards, including the Distinguished Service Award from the National Association of Student Personnel Administrators (NASPA) Student Affairs Partnering with Academic Affairs (SAPAA) Knowledge Community. Her previous roles include acting vice president for student affairs and dean of students at Macalester College and assistant dean for academic and student affairs at the University of Vermont. Bradley is well prepared to lead student affairs and partner closely

with Academic Affairs to enhance the co-curricular experience in support of student success. She helps round out a talented [leadership team](#) with whom the VPAA/Dean will work closely.

Since 2014, the [Inclusion, Diversity, Equity, and Access \(IDEA\) Initiative](#) has provided a comprehensive plan to align resources, programs, and events to advance inclusion, diversity, equity, and access throughout the Scripps community. As part of the Centennial Plan, the IDEA 2.0 Initiative was created to cultivate a greater sense of belonging within the Scripps community and to enable students to build communities in line with these values after graduation.

In responding to the evolving demands of the student body, Scripps and the consortium are in the midst of reshaping their scientific enterprise. With many Scripps students pursuing majors and minors in the sciences and pre-health or pre-medical tracks, the need for the College to leverage its science consortial partners to best support them is greater than ever. In particular, Scripps and Pitzer have partnered to create [The Nucleus](#), a new state-of-the-art 65,000-square-foot addition to the W. M. Keck Science Center, slated to open in fall 2024. This project will equip students and faculty with innovative laboratories, classrooms, study spaces, community meeting rooms, and exterior gathering spaces. This initiative also addresses the need to hire tenure-track science faculty and to expand course and co-curricular offerings to meet student demand and increase the College's capacity for cutting-edge, grant-funded research. The culmination of this project will establish the Scripps Pitzer Science Department, formerly the W. M. Keck Science Department, which has included Claremont McKenna College. (Claremont McKenna is in the process of developing their own new Integrated Sciences Center.) Enriched by the College's interdisciplinary approach to STEM, deep study of the humanities, and a faculty of distinguished scientists, Scripps is poised to advance the next generation of students eager to begin lives of scientific distinction and discovery within the walls of The Nucleus.

Role of the Vice President for Academic Affairs and Dean of Faculty

Reporting to the President, the VPAA/Dean is the chief academic officer of the College and the second ranking administrative officer, acting for and on behalf of the College in the absence of the President. The VPAA/Dean serves as spokesperson of the faculty to the President, and in turn represents the President and the Board of Trustees to the faculty.

The VPAA/Dean assumes a proactive role in the representation of the interest of the faculty, foreseeing and communicating the faculty's major academic issues of concern and guiding faculty in their central responsibility for the liberal arts curriculum. The VPAA/Dean is the principal officer responsible for the development of short- and long-term academic policies, working in close cooperation with the Faculty Executive Committee (FEC), and the executive and administrator of agreed-upon policies and programs. They are the principal advisor to the President concerning faculty appointments, reappointments, promotions, and tenure, and they serve as the principal administrative officer for academic support staffing and related personnel matters, working in close cooperation with the Appointments, Promotion, and Tenure Committee (APT). They are the principal administrative officer for academic programs and

curriculum, and the preparer and developer of annual and long-range academic budgets of the College, with responsibility for their recommendation to the Planning and Budget Committee (PBAC) and to the President. The VPAA/Dean co-chairs PBAC with the Vice President for Business Affairs/Treasurer and engages in donor cultivation and grant writing to support the College's academic mission, in collaboration with Institutional Advancement. The VPAA/Dean is the lead Vice President on the Mission Fulfillment Committee of the Board of Trustees.

The VPAA/Dean works closely with partners across and beyond the College, including the Dean for the Scripps Pitzer Science Department, the Appointments, Promotions and Tenure Committee of the faculty, the Faculty Executive Committee, the Claremont Colleges Academic Deans Committee, and the Planning and Budget Committee, among others. Further, the VPAA/Dean is the primary administrative officer for matters concerning intercollegiate academic relations, particularly within The Claremont Colleges.

The VPAA/Dean directly supervises the Associate Dean of Faculty, the Associate Dean of Faculty for Racial Equity, three staff members on the Academic Affairs team, and the leaders of Study Abroad and Global Engagement, Denison Library, Assessment and Institutional Research, the Registrar's Office, the Ruth Chandler Williamson Gallery, the Intercollegiate Feminist Center, and the Post-Baccalaureate program.

Key Opportunities and Challenges for the Vice President for Academic Affairs and Dean of Faculty

Strengthen and champion a shared vision for academic excellence

As the campus prepares for its centennial celebration, Scripps will be looking to the new VPAA/Dean to lead conversations about academic excellence to ensure Scripps continues to provide a transformational curricular and co-curricular experience, especially for women. This will include the adoption of a revised Core Curriculum and promoting greater collaboration across College divisions to provide a more seamless student experience. Transparent, collaborative, and strong leadership will be key, as shared governance is highly valued at Scripps, and faculty and staff will be looking to the VPAA/Dean to help build community in the process of informed decision-making and handling personnel matters. As the VPAA/Dean's portfolio is quite broad, they will also ensure an organizational structure and the resources necessary to facilitate, delegate, and execute key priorities and objectives. The VPAA/Dean will work closely with faculty, staff, and the senior leadership team to continue to position the College as an institution of choice for students seeking an exceptional liberal arts education.

Recruit and retain a talented and diverse faculty and staff

While the college has made great strides in diversifying the student body, there is more to be done to create a more inclusive and equitable community. The VPAA/Dean will work closely with the Scripps community to ensure equitable faculty and staff hiring practices that promote diversity in all its forms and ensure a supportive infrastructure for their retention. With success, the VPAA/Dean will champion,

recruit, mentor, and retain a talented and diverse faculty and staff to continue to prepare the Scripps community, especially its students, to best respond to the changing needs of society and the world.

Serve as an effective advocate and representative of Scripps externally and across the Consortium

The VPAA/Dean will serve as a representative of the College externally and will have a strong, active, and diplomatic presence for Consortium responsibilities. The VPAA/Dean will leverage the resources of the Consortium where possible and ensure that appropriate, mutually beneficial initiatives advance while advocating for the community and resources of Scripps. This will involve contributing leadership to the development of the Scripps Pitzer Science Department, which will be based in the state-of-the-art Nucleus building opening in 2024. The VPAA/Dean will also assist in promoting a culture of philanthropy to support academic initiatives. As a spokesperson for the College, the VPAA/Dean will highlight the value of liberal arts education and the distinct education Scripps provides. The VPAA/Dean will also champion the great work of the College to increase its visibility locally, nationally, and internationally among prospective students and the academic community as a liberal arts institution for the 21st century.

Enhance the recruitment, co-curricular experience, and success of a diverse student body, in collaboration with the VP for Enrollment and the VP for Student Affairs

The VPAA/Dean will work closely with faculty to help ensure the curriculum provides students the tools they need to thrive in a diverse and inclusive society. The VPAA/Dean also will work closely with faculty and the Vice President for Enrollment to attract talented, diverse students and help ensure the appropriate academic infrastructure for their success. In partnership with the Vice President for Student Affairs and Dean of Students who emphasizes the importance of faculty and staff collaboration to achieve a transformational, co-curricular experience, the VPAA/Dean will be joining the College at a pivotal time to synchronize efforts to best support a diverse and inclusive student body. The goal of the VPAA/Dean will be to collaborate across the Scripps community to provide holistic, well-integrated curricular and co-curricular experiences for all students.

Qualifications and Characteristics

In pursuit of the College's mission, the next VPAA/Dean will bring an excellent academic record meriting appointment to the rank of Professor in an academic department at Scripps College. They will also have many, if not all, of the following characteristics and capabilities:

- A commitment to undergraduate liberal arts education and a full appreciation of and enthusiasm for Scripps' mission, especially for the education and leadership development of women
- Exceptional academic judgment in recruiting, developing, and retaining a world-class faculty
- A track record and ability to manage a team of academic leaders and staff
- A commitment to serving the needs and enhancing the strengths of talented and diverse students, staff, and faculty

- Financial management skills and ability to develop financial strategies, particularly in the context of higher education and academic excellence
- A track record of academic leadership and supporting a culture of shared governance, integrity, transparency, and mutual respect
- A demonstrated commitment to and evidenced capacity for belonging, inclusion, diversity, equity, and access principles and practices
- Strong managerial skills and a demonstrated ability to listen, inspire people, and make decisions
- Experience in, or interest in, and capacity for donor cultivation for academic initiatives

Compensation and Location

The salary for this role will be highly competitive in the range of \$250,000 to \$325,000 and will include a recently renovated house, within walking distance from campus in a settled neighborhood.

Claremont, a suburban city 30 miles east of downtown Los Angeles, is located at the base of the foothills of the San Gabriel Mountains. With a population of just 35,000, the quintessential college town of Claremont is known as the City of Trees and PhDs. A village with a vibrant restaurant scene, street festivals, concerts in the park, movie nights and a weekly farmers market contribute to the city's unique and welcoming environment. With the 2,000-acre Claremont Hills Wilderness Park and miles of trails and bike lanes as well as a Metrolink station in the Village that links riders to many popular Southern California destinations, Claremont is the place to be.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/scripps-college/vice-president-academic-affairs-and-dean-faculty>. Electronic submission of materials is required.

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Appendix 1: Mission Statement and History

Mission Statement

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.

History

Ellen Browning Scripps, a reporter, global adventurer, suffragist, businesswoman, and philanthropist—was a woman ahead of her time. She would have been an exceptional woman in any era—her lifetime achievements were truly remarkable.

With a small bequest from her late grandfather and savings from her wages as a schoolteacher, Ellen and her brothers founded one of the country's leading newspaper and publishing enterprises. Her business acumen, on which her brothers depended, was a tremendous benefit to the venture, and her daily column was one of the nation's best-read features in more than 1,000 newspapers.

Ellen was an early and ardent supporter of women's suffrage and a devoted philanthropist. Her generosity supported innumerable educational and scientific endeavors, including the Scripps Institute of Oceanography, the Scripps Clinic, the San Diego Zoo, and Scripps College, her "crown jewel." Her leading influence at The Claremont Colleges led to the purchase of land on which not only Scripps College flourished, but provided space to establish Claremont McKenna, Harvey Mudd, and Pitzer Colleges. Her role in the launching of the Claremont group plan led to her feature on the cover of *Time* in 1926.

Ellen Browning Scripps characterized her involvement with Scripps College as her most important work in a rich lifetime of creating opportunities to widen human knowledge. Her words still deeply resonate today:

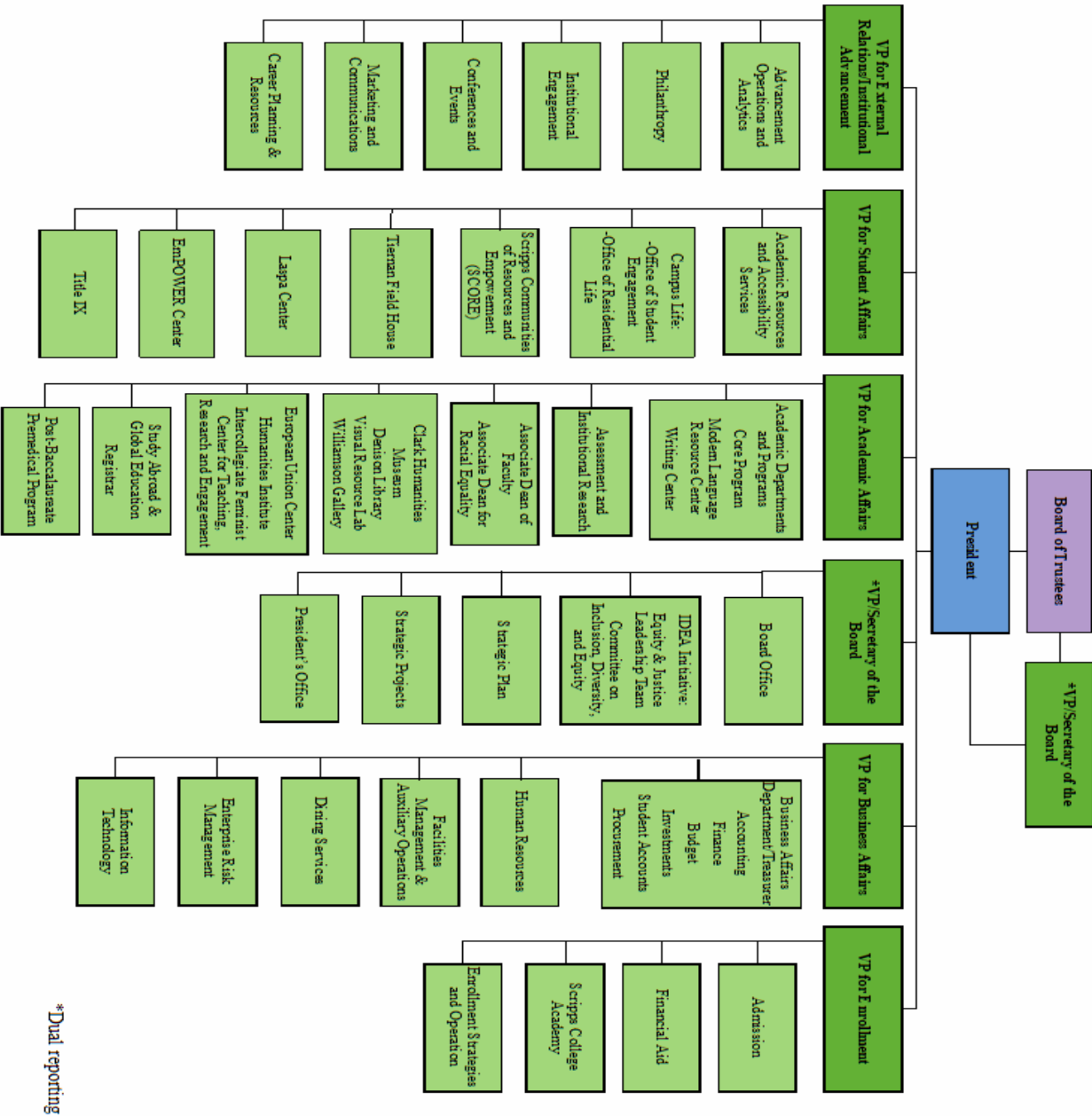
"The paramount obligation of a college is to develop in its students the ability to think clearly and independently, and the ability to live confidently, courageously, and hopefully."

Appendix II: Notable Programs and Institutes

- [Clark Humanities Museum](#) – The goal of the Clark Humanities Museum, which opened in 1970, is to give students the crucial opportunity to engage directly with original works of art and other artifacts of material culture related to their courses—an irreproducible experience that sharpens critical inquiry, fosters interdisciplinary thinking, and offers the keen poignancy of authenticity in our increasingly virtual digital age. To fulfill its mission, the Clark Humanities Museum is directed by Scripps faculty members appointed for a term of service.
- [Denison Library](#) – Denison Library is a non-circulating repository for Scripps College’s unique and special collections focused on the history of printing and the book; artists’ books; the study of women, gender, and education; and the college’s nearly 100-year-old archives. As a library dedicated to special collections, which occupy a unique place in higher education and research, Denison Library’s mission is to engage individuals with the power of primary source materials to enrich both an undergraduate’s educational experience and the wider community of scholarship. The library’s collections are available to just not Scripps College students, faculty, staff, and alumnae but to members of the other Claremont Colleges, as well as to community and external researchers.
- [European Union Center of California](#) – Founded in 1998 with the assistance of the European Commission, the European Union Center of California serves to advance public understanding of European integration and transatlantic relations through education and research. The Center sponsors a curriculum in European Union Studies at the Claremont Colleges; provides opportunities for students to study in Europe and to intern at various international organizations based in Europe; hosts scholarly conferences as well as lectures by distinguished visitors; and participates in the West Coast Model EU. To fulfill its mission, the EU Center is directed by Scripps faculty members appointed for a term of service. The EU Center collaborates with students, staff, and faculty from the Claremont campuses as well as with individuals and organizations from around the world.
- [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. To fulfill its mission, the Humanities Institute is directed by Scripps faculty members appointed for a term of service. The most recent program focused on Propagating Cultural Power: Outward Mobility in the Age of Late-Stage Capitalism.
- [The Intercollegiate Feminist Center](#) - The Intercollegiate Feminist Center for Teaching, Research and Engagement offers programs and support for students, faculty, and staff interested in feminism and gender issues, as well as those active in women’s, gender, and feminist studies at the Claremont Colleges. The IFC is led by a faculty member whose position includes the leadership of the IFC. The IFC sponsor and co-sponsor lectures, symposia, workshops, conferences, and community-building events.

- [Laspa Center for Leadership](#) – Guided by 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.
- [Post-Baccalaureate Premedical Program](#) – The Scripps College Postbaccalaureate Premedical Program is a 12-month program that offers motivated career-changers the opportunity to complete the prerequisite basic science courses needed to matriculate into medical school and pursue successful careers in medicine and other health professions. Enrolled postbac students take the required science courses in small, collaborative classes alongside diverse and committed undergraduate students while learning in a supportive community. Scripps postbac students further benefit from the personal attention and support of dedicated faculty and advisors who provide guidance throughout the application process, helping prepare competitive applicants for medical, veterinary, or dental school.
- [Ruth Chandler Williamson Gallery](#) – With its focus on education, the Ruth Chandler Williamson Gallery stewards a rich array of historical and contemporary art, including a world-renowned contemporary ceramics collection; a superb collection of Japanese prints from the 15th through the 21st centuries; Chinese paintings dating back six hundred years; works of leading painters from the 19th and 20th centuries; a growing collection of African American contemporary art and art by female artists; and a photography collection that boasts works from the inception of the medium through today. The director is not a typical faculty member but enjoys voting rights on governance matters.
- [Scripps College Academy](#) – Scripps College Academy (SCA) Scholars 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. Through a rigorous summer residential experience followed by monthly programming throughout high school, SCA Scholars develop the confidence and skills to be well-prepared college applicants, successful college students, and professionals who create positive, lasting change.
- [The Scripps College Press](#) – The Scripps College Press was founded in 1941 as an experimental typographic laboratory. Under the Scripps College Press imprint, students create letterpress prints and limited-edition artists books through several academic classes.
- [W. M. Keck Science Department](#) – The W.M. Keck Science Department serves as the integrated science department for Pitzer and Scripps Colleges and is administered cooperatively. Founded in 1964, the department is housed in the 81,000 square-foot W.M. Keck Science Center, physically located at the intersection of the three sponsor schools. Pitzer and Scripps Colleges are currently constructing an addition to the Science Center, The Nucleus, which will nearly double its size. The building addition is scheduled to be open for the Fall 2024 semester. The department has a multidisciplinary structure in which approximately 50 full-time faculty cooperate in offering a challenging curriculum that includes interdisciplinary study and research. Claremont McKenna is also a current partner to Scripps and Pitzer within this department but will transition their science programming into their own new building currently under development.

Appendix III: Organizational Chart



*Dual reporting