



**DIRECTOR OF DEVELOPMENT, ARTS**  
**POMONA COLLEGE**  
Claremont, California

**THE SEARCH**

[Pomona College](#) (Pomona) seeks a creative, driven, and proven advancement professional to serve as the next director of development, Arts (DoD, Arts) to strategically develop and lead fundraising activities for Pomona's [Benton Museum of Art](#) and the college's scholastic visual and performing arts priorities. Pomona enjoys particular strength in the arts, offering students boundless opportunities ranging from eight musical ensembles to glee club and orchestra, theatre, and dance productions. Students and community members benefit from access to the Benton, the college's vibrant art museum, which is a 33,000-square-foot, \$44 million teaching museum that opened in Fall 2020, providing space for some of Southern California's most compelling and experimental exhibitions. Building on a long tradition of excellence at the alma mater of such artistic pioneers as James Turrell, Helen Pashgian, and Chris Burden, the Benton hosts groundbreaking artists and offers a state-of-the-art site for a growing permanent collection ranging from Native American art to Renaissance panel paintings to works by such artists as Karl Benjamin, Rico Lebrun, and Jose Clemente Orozco. The conceptualization and fruition of the Benton was made possible through a generous \$15 million gift from long-time supporter Janet Inskeep Benton, Pomona College trustee and member of the Class of 1979.

Reporting to the senior director of major gifts and serving as a critical partner to the museum's director, the DoD, Arts will play a vital role in supporting the Benton's operations, distinction as a cultural epicenter to the Claremont community, and overarching success by engaging and soliciting a broad spectrum of prospective alumni, donors, community leaders, and external constituents. As the primary fundraiser for the Benton and Pomona's Music, Studio Arts, and Performing Arts departments, the DoD, Arts will design and execute a comprehensive fundraising strategy, resulting in increased visibility and philanthropic contributions from both affiliated and unaffiliated donors. This exciting opportunity arises during a pivotal moment in Pomona's history as the campus aspires to achieve the goals identified in the [Strategic Vision for Pomona College](#) on the horizon of an ambitious comprehensive fundraising campaign.

The ideal candidate must possess at least five years of progressive experience demonstrating a proven track record of success securing six- and seven-figure gift commitments from individuals, corporations,

and/or foundations in an art institution or museum. Additionally, the successful candidate will show evidence of establishing and maintaining strong, collaborative connections with varied internal and external constituencies and a sophisticated understanding of the complexities around raising philanthropic support for an art institute and/or museum. The DoD, Arts must be a collaborative team player and relationship-builder who is eager to partner with and across the college including, but not limited to, Pomona's growing advancement team; museum leadership, operations, and curatorial staff; key academic leaders; and volunteers. The ideal candidate will possess a personal passion for the arts and connections and experiences in the arts community.

Pomona College has retained Rachel Ellenport of the national executive search firm Isaacson, Miller to conduct this important recruitment. Confidential inquiries, nominations, and applications may be directed to the search firm as indicated at the end of this document.

## **ABOUT POMONA COLLEGE**

Pomona College was incorporated in October 1887, by a group of Congregationalists who wanted to recreate "a college of the New England type" on the West Coast. Instruction began the next year in a small, rented house in the city of Pomona. By the 1920s, Pomona President James A. Blaisdell faced a difficult choice—to limit expansion to retain the college's unique character or allow growth and expand into a university. Under Blaisdell's guidance, the college chose a third path. Using Oxford and Cambridge as models, Pomona founded a consortium unlike any other in America.

Over the next 75 years, two graduate schools and four other undergraduate colleges joined Pomona as members of The Claremont Colleges, located on neighboring campuses, allowing cross-registration in the nearly 2,700 courses taught across the consortium, and sharing important facilities such as libraries. As such, Pomona offers both the advantages of a small liberal arts college and the resources of a university.

Today, Pomona enjoys a reputation as one of the most highly regarded and selective liberal arts colleges in the world. It also stands with a small number of institutions willing and able to admit students based entirely on academic achievement and promise without regard to ability to pay, and then to meet all demonstrated financial need of domestic students with no loans. Sixty-seven percent of students receive financial aid. Because of this institutional commitment, Pomona attracts some of the most highly qualified students in the country. Through an academically challenging curriculum, outstanding faculty, extraordinary students, and intimate size, Pomona provides an unparalleled environment for intellectual development and personal growth.

Pomona is a close-knit and diverse community of accomplished scholars, scientists, entrepreneurs, and artists who are passionate about making a difference in the world. Pomona provides excellence in undergraduate instruction across 48 majors in the arts, humanities, social sciences, and natural sciences. There are approximately 1,747 students from 61 nations and 49 U.S. states, as well as the District of Columbia, Guam, and Puerto Rico. Over 50 percent of Pomona students self-identify as members of BIPOC

communities, and 13.3% of the class of 2025 are first-generation students. Almost all students live in one of 14 residence halls on the 140-acre campus.

With a student-faculty ratio of 8 to 1 and an average class size of 15, students work closely with their professors in the classroom, in the lab, and in the field. Pomona offers about 650 courses taught by 198 faculty members, all with terminal degrees. Its location—within an hour of Los Angeles and the mountains, desert, and beaches—provides countless opportunities for field study, research, and internships. About 53 percent of students participate in research with faculty, including more than 200 students who enroll in summer research programs.

Pomona has one of the biggest networks in liberal arts education with alumni working in a wide variety of career fields, from business, law, and medicine to non-profit, education, and science to politics, art, and entertainment. Pomona's 25,000 living alumni are dispersed across all 50 U.S. states and 74 countries.

## THE BENTON MUSEUM OF ART

The Benton functions as an innovative interdisciplinary resource for the faculty, students, and alumni of the Claremont Colleges. Its vision is to make the visual arts an essential part of the experience of all Pomona College students. By presenting contemporary and historic works of art for exhibition and study, and placing those works in context, the museum engages, instructs, and delights visitors from a range of audiences. The museum utilizes carefully designed, lively, and innovative exhibitions and programs to link the creative energy of making art and experiencing art, envisioning its collections as a teaching resource, emphasizing first-hand conversation with art objects as a tool for increasing visual literacy and investigating the diversity of human experience. The Benton strives to achieve this by integrating the visual arts into the broader intellectual and disciplinary context of Pomona College.

The museum encourages active learning and creative explorations across disciplines, and among the visual arts, performing arts, the humanities, and the natural and social sciences. It approaches the arts with the same quest for knowledge, discovery, and understanding that guides practitioners across disciplines—the scientist, the engineer, the policy maker, the sociologist, the economist, the historian, and the performer.

### Museum Leadership

#### ***Victoria Sancho Lobis***

*Sarah Rempel and Herbert S. Rempel '23 Director & Associate Professor, Art History*

Victoria Sancho Lobis joined Pomona College as the inaugural Sarah Rempel and Herbert S. Rempel '23 Director of the Benton Museum of Art when it opened its doors to the public in 2020. Lobis also serves as affiliated faculty in Pomona's Art History Department.

Prior to her work at the Benton, Lobis worked for the Art Institute of Chicago from 2013 through 2019 in a variety of curatorial and administrative roles, including as Interim Chair of the Department of Prints and Drawings from April 2016 through May 2017. In September 2019, she completed a multi-year project related to the museum's holdings of Dutch and Flemish drawings, culminating in a scholarly catalogue and exhibition of the same name (Rubens, Rembrandt, and Drawing in the Golden Age). Before the Art Institute, Lobis worked for four years as the inaugural curator of the print collection at the University of San Diego. She has also held curatorial internships and fellowships at The J. Paul Getty Museum and The Metropolitan Museum of Art.

Lobis received her B.A. from Yale College, her M.A. from Williams College, and her Ph.D. from Columbia University, where she wrote her dissertation on workshop practice in the time of Peter Paul Rubens. She has curated and co-curated exhibitions across a broad geographical and historical range, including projects treating medieval manuscript illuminations, early modern prints and drawings, Viceregal Latin American painting, Whistler and his influence, modern and contemporary Latin American works on paper and contemporary American drawings. She has also published in the fields of contemporary artists' books and contemporary American photography.

## **FINANCIAL AND ADVANCEMENT OVERVIEW**

As of June 30, 2023, Pomona's endowment was valued at nearly \$3.0 billion. Historically, endowment distributions funded 57% of the college's operating expenses. Although the endowment is large relative to peers, growing the endowment is a necessity given Pomona College's entirely need-blind admission policy in conjunction with its commitment to meet all demonstrated financial need for all domestic students without any loans. Pomona College's total operating budget was over \$214 million for FY 2023 on a net tuition basis.

Pomona College's most recent comprehensive *Campaign Pomona: Daring Minds* concluded in 2015 with more than \$316 million raised from 28,124 donors. Funding priorities included capital improvements, unrestricted giving, financial aid, and faculty and programmatic support, both outright and endowed.

Recent fundraising priorities include securing support for The Benton Museum and the Center for Athletics, Recreation, and Wellness. In FY 2023, total fundraising revenue was \$44.2 million, with approximately \$4.4 million given to the annual fund, \$326,000 to the parents fund, and \$13.2 million to the Pomona Plan, the first annuity and life income program in the country. For decades, the Pomona Plan has been a steady source of revenue for the college.

## **DIRECTOR OF DEVELOPMENT, ARTS**

Reporting to the senior director of major gifts, and working in close partnership with the museum director, the director of development, Arts (DoD, Arts) serves as a key member of major gifts team and partners with academic and museum staff to establish funding priorities and strategies for all of the Benton's goals

and fundraising objectives. The DoD, Arts, will work with alumni, families, and non-affiliated supporters on funding opportunities of \$100,000 or more as part of a strategic development program designed to fully support the museum's operations and activities, in addition to Pomona's Arts departments, building upon the strengths of existing philanthropic efforts while strategically pursuing new opportunities for funding and engagement. A dynamic and tactical fundraiser with a passion for the arts, the DoD, Arts will be an instrumental contributor in ensuring sustained support and elevation for the Benton and the Arts departments.

**Essential Functions:** Reporting directly to the senior director of major gifts, the director works independently and collaboratively to perform the following essential duties and responsibilities:

**Major Gift Fundraising for the Benton Museum of Art:**

- Develop and execute a comprehensive major gift fundraising strategy, specifically tailored to support the Benton Museum of Art, which will result in sustainable long-term growth in philanthropic contributions.
- Guide and support the museum's director, serving as an adviser and co-strategist in cultivating prospective donors and soliciting major gifts. Similarly guide and support senior leaders, volunteers, programmatic staff, and other key constituents in all development-related activities, ensuring that their time spent is productive, meaningful, and rewarding.
- Close coordination with shared resources to deliver support from foundations and the development of an annual giving program.
- Identify, cultivate, solicit, and steward relationships with high-net-worth individuals, alumni, and foundations to secure significant financial support for museum initiatives.

**Arts Departments Support:**

- Collaborate closely with the Music, Studio Arts, and Performing Arts departments to understand their specific needs and fundraising priorities.
- Work with department heads to identify and cultivate potential major gift donors interested in supporting arts education and initiatives.
- Provide support for regional major gift officers.

**Collaboration and Coordination:**

- Coordinate efforts with the broader advancement team and other college resources to maximize support for the arts departments and the museum.
- Prepare briefings for senior campus leadership meetings to ensure accurate and digestible updates around the museum and art departments' philanthropic projects.
- Work closely with the annual giving team to ensure a seamless transition from major gifts to ongoing support and engagement.

**Donor Engagement and Stewardship:**

- Establish and maintain strong relationships with donors, ensuring regular communication and updates on the impact of their contributions.
- Organize exclusive events and experiences for major donors to deepen their engagement with the arts departments and the museum.

**Proposal Development:**

- Prepare compelling and tailored proposals and presentations for major gift solicitations, highlighting the impact of donor contributions on the arts programs.

**Required Knowledge and Critical Skills:**

- A strategic relationship-builder with a proven record of securing major gifts in an arts institute or museum.
- The knowledge of, experience with, and relationships in the arts community; excellent communication skills and the ability to cultivate and steward relationships with major gift donors.
- Depth in preparation and cultivation strategies for prospects that are recorded in Raiser's Edge and EverTrue; retrieving information out of the CRM database for briefing preparations.
- A data-driven approach and the ability to articulate metrics in broadly accessible terms, ensuring key actions with prospects are entered in the master database system.
- The credibility, maturity, and sound judgment required to effectively engage and leverage Pomona's leadership, staff, and volunteers in the cultivation, solicitation, and stewardship of key prospects and donors, including high-net-worth individuals and philanthropists.
- Ability to foster a culture of personal accountability, innovation, creativity, and promote a customer-service oriented community and successful donor-centric model of sustained fundraising.
- Enthusiasm for and appreciation of the value of the arts and liberal arts to further compelling cases for support.

**Education:** A bachelor's degree, preferably in a liberal arts field, communications, marketing, journalism, or business administration is required; advanced degree preferred.

**Experience:** At least five years of professional experience in the areas of major gifts fundraising, with a track successfully soliciting and closing six- and seven-figure gifts from individual and institutional donors. Fundraising experience at an arts institution is required; experience at an academic institution is desirable.

## COMPENSATION & LOCATION

The annual salary for this role is between \$135K-\$150K with a competitive benefits package. The specific factors that Pomona College will consider when offering a salary to an individual will include, but not be limited to, education, training, relevant prior experience, and performance in prior roles.

Pomona College is located in the city of Claremont, CA, 35 miles east of Los Angeles. The city, with a population of more than 36,000, features sidewalk cafes, specialty shops, tree-lined streets, and bungalow homes. Claremont was recently ranked the 5<sup>th</sup> most-desirable town in the U.S., and housing prices are more affordable than many areas in Southern California. With stunning views of the San Gabriel Mountains, Claremont is less than an hour away from downtown Los Angeles and from mountains, desert, and beaches.

## TO APPLY

Rachel Ellenport is leading this search with Christina Garrison and Megan Gorman. For more information, to submit a nomination, or to apply for this role, please visit:

<https://www.imsearch.com/open-searches/pomona-college/director-development-arts>

*Pomona College prides itself in being an open, competitive, and equal opportunity employer.*

## **ADDENDUM: LEADERSHIP**

### **Maria Watson**

#### **Vice President for Advancement**

Maria Watson joined Pomona College in 2020 as Vice President for Advancement. As an Executive Officer of the College and reporting directly to the President, Watson oversees Pomona's development, principal and major gifts, gift planning, alumni and parent engagement, advancement services, and advancement communications and events teams. The team of nearly 60 staff raises over \$40 million per year and is currently preparing for the most ambitious campaign in Pomona's history to support the mission of one of the leading liberal arts colleges in the country.

Watson was previously Associate Vice President for Development at the University of Southern California (USC), where she set strategic direction for major gift, regional, and school/unit fundraising initiatives to realize the university's historic \$7.2 billion campaign, "Fas Regna Trojae." She was promoted to AVP of Development in 2014 after her successful tenure building philanthropic support for the university throughout the Northeast as the inaugural director of USC's New York Advancement office since 2011.

Watson brings 25 years of experience in the non-profit sector in fundraising, marketing, and public relations. Prior to the University of Southern California, she served as the Chief Development Officer for WFUV Public Radio, Fordham University in New York. During the course of her career, Watson has also held a number of senior positions in management, marketing, and fundraising in performing arts organizations, including Lincoln Center, New World Symphony, and Brooklyn Philharmonic. She spent seven years in marketing, ultimately as Director of Marketing and Communications for The Chamber Music Society of Lincoln Center. Her career began with the National Endowment for the Arts and Congressional Arts Caucus in Washington, DC.

A native New Yorker, Watson earned a bachelor of musical arts degree from the University of Michigan in Ann Arbor on merit scholarship. She and her husband David live in Claremont. An avid motorcyclist, she is a proud Ducatista on the street and track and has taken up the futile pursuit of speeding on a racetrack.

### **Craig Hyland**

#### **Assistant Vice President for Development**

Pomona College welcomed Craig Hyland as the next assistant vice president for development on August 29, 2022. Joining the college during a period of expansion, Hyland will lead a growing team across major gifts, parent and family giving, leadership annual and reunion giving, and foundation and corporate relations. Hyland will drive efforts to broaden the college's donor base, strengthen opportunities for securing major gifts, manage a significant portfolio of major and principal gift prospects, and share a leadership role in running major annual and multi-year campaigns. Additionally, in consultation with Vice President for Advancement Maria Watson, Hyland will advise and support the Board of Trustees Advancement Committee and the college's senior leadership in launching development initiatives and achieving fundraising goals and objectives.

Hyland brings more than 15 years of fundraising experience in higher education to Pomona, with a strong history of strengthening and elevating programs. He currently serves as the associate vice president of development at Pace University in New York City. His core responsibilities consist of managing a portfolio of highly rated prospects, overseeing all of the frontline fundraisers, and directing campaign efforts. A main focus during his tenure has been to build the major and principal gift pipeline, which has already added over 500 qualified prospects to the team's portfolios. Hyland also served as one of the main leaders behind the *Campaign for Pace*, during which he recruited and managed multiple campaign committees and developed campaign messaging.

Prior to joining the Pace team, Hyland spent eight years at the University of Illinois at Chicago School of Public Health in a variety of fundraising roles, culminating as the assistant dean for advancement. He directed all aspects of fundraising, communications, and alumni relations for the school. Through his leadership, the school increased overall fundraising to become one of the highest performing campus units.

Hyland is a first-generation college graduate. He holds a master of social work degree from the University of Pennsylvania and a bachelor of social work degree from Skidmore College.

#### **Kyle Davis**

##### **Senior Director of Major Gifts**

Prior to joining Pomona College in 2023, Kyle Davis served as the director of West Coast Advancement for Dartmouth College as the senior director of major gifts. Davis is a key leader within Pomona's evolving advancement enterprise during an exciting time of growth as the campus prepares for an aspirational comprehensive campaign. Davis provides vision and leadership of a comprehensive and well-integrated major gifts fundraising program through the upcoming campaign and beyond. He is in the midst of building and guiding a high-performing team of frontline fundraisers while simultaneously managing a personal portfolio of prospects.

At Dartmouth, Davis participated in the campus' \$3 billion The Call to Lead Campaign, guiding a frontline team to secure gifts up to \$5 million across nine Western states. Prior to Dartmouth, he spent nine years at the University of Rochester as the primary regional executive in charge of fundraising in the Western United States. At Rochester, Davis provided strategic management for an integrated team of fundraisers and alumni relations personnel to drive successful completion of two separate regional sub-campaigns within the university-wide \$1.2 billion comprehensive effort.

A Los Angeles native, Davis began his career in wealth management and earned his bachelor's degree in government & sociology from Dartmouth College.

## Board of Trustees

The Board of Trustees oversees the college's leadership, planning, and resources, working to ensure the continuing vitality of the institution and its ability to fulfill its mission now and for future generations. At present there are 36 voting and two ex-officio members of the board. The current chair of the board is **Samuel D. Glick '04**, a partner in Oliver Wyman's Health and Life Sciences practice, and the San Francisco office leader.