

Search for the President  
Occidental College  
Los Angeles, California

The Board of Trustees of Occidental College invites nominations and applications for the position of President of the College. The President is the chief executive officer of the College and serves ex officio as the representative of the College to the community. Occidental College is a liberal arts institution with approximately 2,000 students, located in Los Angeles. The Board seeks an experienced and accomplished academic leader who has gained distinction as a teacher, scholar, fundraiser, and executive, and will help Occidental achieve its ambitious goals. The appointment to the presidency is expected to take effect on July 1, 2024.

Occidental has distinguished itself as one of two top 40 ranked liberal arts institutions embedded in the Los Angeles area. The College is a member of the Association of American Colleges and Universities (AAC&U) and the Association of Colleges and Universities (AC&U). Occidental is a member of the Association of American Liberal Arts Colleges (AALAC) and the Association of American Universities (AAU). Occidental is a member of the Association of American Colleges and Universities (AAC&U) and the Association of Colleges and Universities (AC&U). Occidental is a member of the Association of American Liberal Arts Colleges (AALAC) and the Association of American Universities (AAU).

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two dozen national and regional organizations of higher education.

### Admissions & Enrollment

For the past decade, Occidental has seen a robust number of students applying to the College. The admission team employs a holistic review process to identify students from a wide range of socioeconomic, ethnic, and geographic backgrounds who demonstrate academic achievement and the potential for meaningful community engagement. Occidental received nearly 7,000 first- and transfer applicants for the fall 2023. The first-year class of 2023 includes 48 percent students of color, 25 percent from underrepresented backgrounds, 14 percent first-generation, and 16 percent Pell-eligible. Despite the challenges brought on by the pandemic, interest in Occidental has increased over the years, with a growing number of students choosing to apply early decision. Occidental students hail from high schools far beyond California; just 36 percent of incoming students attended high school in the Golden State and nearly 10 percent completed high school abroad.

The College meets 100 percent of demonstrated need for domestically admitted and enrolled students. For the 2023-24 school year, 78 percent of Occidental students received some form of financial assistance, primarily in need-based grants, merit scholarships, federal and state grant programs, work/study, and loans. The overall tuition discount rate for 2023 is 40 percent.

The College's one-year retention rate last year was 87 percent and the six-year graduation rate is 84.8 percent. The College is actively developing new strategies to attract, retain, and graduate civically engaged, successful, and satisfied students now and in the future.

### ACADEMICS

The academic program is the core of the Occidental experience, and unquestionably the most important aspect of its institutional identity. The College provides a transformational liberal arts education with a focus on urban centers. The curriculum is animated by the following principles:

- { The Educational Virtues of Equity, Diversity, Inclusion, and Social Justice;
- {

## The Curriculum

Occidental's approach to the liberal arts is embodied in its Core Program, a set of courses required of all students to participate fully in their college education, vocations, and lives. In addition to writing, math/science, foreign language, modern history, US diversity, regional and global culture, and fine arts requirements, all students explore questions of diversity and difference, global interconnectedness, and evidence-based reasoning within the curriculum. Occidental courses encourage critical thinking, problem solving, effective communication, and productive engagement. The intent of the program is to produce culturally and scientifically competent individuals who are civically engaged, both locally and globally.

Students develop disciplinary mastery of knowledge and methods by choosing from among 46, culminates in a capstone senior comprehensive project or an exam. Departments across the College also aim to integrate the values of equity, diversity, inclusion, and social justice into the curriculum by offering individual courses on these subjects from their unique disciplinary perspective. Both within and between departments, the curriculum regularly crosses disciplinary boundaries and draws on multiple types of expertise. A wide range of taught courses introduce students to the benefits of exploring common questions from different disciplinary perspectives. The College offers programs of study that are intentionally interdisciplinary, with curricula that draw on faculty from various disciplines.

As of Spring 2023, the three most popular majors were economics, psychology, and diplomacy and world affairs. For a complete list of academic programs, [visit: //www.oxy.edu/academics/areastudy](https://www.oxy.edu/academics/areastudy).

## The Faculty

The Occidental faculty are nationally and internationally recognized scholars, dedicated to the liberal arts enterprise. Scholarly and creative inquiry shapes the curriculum in ways that advance the educational values of the liberal arts as well as Occidental's inclusive hiring processes, comprehensive mentoring for untenured faculty, commitment to shared governance, and a tenure/promotion process that emphasizes excellence in teaching and scholarship.

The faculty is undergoing a period of expansion. Following generational turnover in which a large proportion of the faculty has retired in recent years, coupled with years of lean hiring, the College has committed to growing the size of the tenured and tenure-track (T3) faculty, with a goal of reaching 170 T3 lines (up from ~140) well within the next decade. The College is also working with the faculty to manage their workload through developing course equivalencies that will provide additional teaching credit (towards the nominal 5-course load) for certain types of time-consuming pedagogical approaches that are so valued by faculty and students. The initiative is also considering expanding the course reassignment time provided for faculty governance activities and other faculty work that makes the course load a Z o o v P š } u v P X μ CE CE v-tenure track faculty are represented by SEIU Local 721. Of the fulltime faculty in Fall 2022 36.6 percent are persons of color, 50.5 percent are women, and 94.8

percent possess a doctorate or other terminal degree. The Fall 2020 full-time equivalent student/faculty ratio was 8.9:1.

The faculty/student relationship is a hallmark of the Occidental experience. Oxy faculty serve as mentors, advisors, and guides to students and alumni. As a residential liberal arts college, students expect to interact informally and serendipitously with faculty. Faculty consistently maintain relationships with students beyond their college years, whether as formal recommenders, informal professional advisors, or lifelong friends.

Oxy faculty include Fulbright Scholars, Guggenheim Fellows, Woodrow Wilson Fellows, elected members of the American Association for the Advancement of Science (AAAS), and members of the National Association of Public Administrators (NAPAs).



residence halls. The office of Residential Education and Housing Services (REHS) is committed to providing students with many choices in the residence hall room selection process, including traditional dormitory settings or themed living residences. All residential facilities are supported by students (Resident Advisors) and supervised by professional staff members, which highlights the Occidental College's shared responsibility. REHS offers student housing options that are not constrained by traditional limitations of the gender binary. In doing so, Occidental strives to create inclusive and supportive communities within residence halls, while ensuring the safety and success of all students.

### Student Leadership and Civic Engagement

As a small liberal arts college, Occidental strives for an education that empowers the multiple identities of the student body and develops strong connections among community members. Oxy students are resilient community organizers, environmental activists, athletic leaders, and social justice advocates. Their enthusiasm for these values is appreciated by the College, which supports multiple student organizations that actively engage in discussion related to issues that impact the community, on and off campus.

### Athletics

Oxy values fostering the liberal arts student-athlete experience. The College believes that athletic involvement contributes to the development of self-confidence and leadership and contributes to the development of a holistic liberal arts education. Further, for student-athletes, the athletic experience is one of the deepest personal attachments students experience while at Oxy. This connection is one of the most vital elements in the development of a committed and engaged alumni base. Approximately 10% of Oxy's student body, and participate across 20 varsity sports, with conference involvement in the Southern California Intercollegiate Athletic Conference (SCIAC).

### Health and Safety

Occidental College's campus safety officers. Campus Safety is open 24/7/365 and provides the primary safety and security function at the College. The College has a memorandum of understanding with the Los Angeles Police Department, which provides support and





departments of Black Studies (2018) and Computer Science (2017).

New immersive student experiences, including the [Barack Obama Scholars Program](#), the [Humanities for Just Communities](#) initiative, and the Immigration and Social Justice summer internship.

A revitalized [athletics complex](#), anchored by the De Mandel Aquatics Center, McKinnon Family Tennis Center and Robinson Family Terrace.

The [Anderson Center for Environmental Sciences](#), which includes a renovated Moore Lab of Zoology and a renewed portion of the adjacent Bioscience building, providing enhanced interdisciplinary teaching, research and exhibition spaces.

The transformation of Taylor Pool into [Cannon Plaza](#), a multipurpose outdoor space for the Oxy community.

A new home and expanded support for [Oxy Arts](#), [Oxy Arts](#) ŝZ } o o P [ • } u u μ v ] ŝÇ Œ ŝ • v ŝ Œ X

Establishment of the [Choi Family Music Production Center](#), a state-of-the-art recording studio, a control room and a student music computer lab.

Investments in student wellness, including the new campus-wide student health promotion program.

## Key Opportunities and Challenges for the next President

The next President of Occidental has unique }% % } Œ š μ v ] š Ç š } À v š Z } o o P [ • C outstanding education in and of Los Angeles, one of the most diverse, vibrant, and dynamic cities in the world. The President will arrive at Oxy amidst great excitement surrounding success and promise of the comprehensive Campaign. The President will be greeted by a campus community that is eager to collaborate on new initiatives, and which has the potential for more actively engaging with and participating in the wider community of the Los Angeles region. Additionally, a community with a strong activist history and culture, Oxy seeks a leader who will welcome dialogue and engagement with students, faculty, and staff about the issues, on campus and beyond, that are most important to them and who is capable of both embracing and

The President will have a keen understanding of what a 21<sup>st</sup> century liberal arts education should look like, and will be prepared to support additional educational programming to meet evolving community needs and industry demands.

Ensure the College has the resources to fully achieve its aspirations

Occidental College is in a strong financial position due to responsible fiscal management and the successful completion of the Oxy Campaign for Good. However, like other liberal arts institutions, the College faces a challenging funding landscape and will require funds beyond those it currently possesses to realize the ambitious objectives laid out in the Occidental Promise.

Occidental College is located in a resource-rich environment, and the incoming President is well positioned to engage a growing alumni base who can be further invigorated, and others who can help serve the needs of the College. This individual will be skilled in stewarding donors and securing resources from a wide range of sources. The incoming President will take the reins of the fundraising and development efforts to fully support its needs, ranging from growing the endowment to funding campus renovations, student scholarships, and other key initiatives. They will use their financial acumen to effectively manage resources to ensure the College has a healthy and sustainable future.

Articulate and amplify the story of Occidental College as the liberal arts college in Los Angeles

As Los Angeles works to recover from the pandemic, Occidental College is uniquely poised to assist in the city's recovery. The President must exhibit an ability to build mutually beneficial partnerships that further advance the resources and strengths of Los Angeles. Expanding fruitful relationships with external nonprofits, civic leadership, and industry partners, the President has the opportunity to strengthen Occidental College's engagement in and

This individual will simultaneously work with leadership to support its community of faculty, staff, and learners from diverse backgrounds. By bringing an awareness of and critical consciousness to inequities within higher education, the incoming President will work to break down barriers to success in an effort to foster a diverse and inclusive learning environment where students want to learn, and faculty and staff want to teach and work.

Recruit and retain a diverse, world-class faculty and staff

{ A demonstrated record of academic achievement; a strong appreciation of the academic world, its scholarly values and professional culture. Ph.D. Doctorate,

The area is known for its deep connections to both the civic life of the city and its creative industries. L.A. County has the largest population of any county in the United States and is one of the most populous and diverse metropolitan areas in the world. Its nearly 10 million residents represent more than 140 cultures and speak over 200 languages. With an average of 292 sunny days per year and home to the largest city in the world, Los Angeles is internationally recognized as one of the most vibrant and livable cities in the world. For a virtual tour of Oxy, use the following link: <https://www.oxy.edu/virtual-tour>.

The anticipated salary range for the position is \$700K. The president is provided with, and required to live in, a furnished house in Los Angeles.

#### 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/opensearches/occidentalcollege/president>. Electronic submission of materials is required.

David Bellshaw, Jaime Morgen, and Rafa Escobedo  
Isaacson, Miller  
Los Angeles/San Francisco/Boston/Washington, DC  
Phone: 415.655.4900

In addition to its commitment to a harassment-free educational and working environment, Occidental College is an equal employment opportunity employer. The College is committed to a policy of equal employment opportunities for all applicants and employees and complies with all applicable state and federal laws on the matter. The College does not unlawfully discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, breastfeeding-related medical condition, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, genetic characteristic or information, sexual orientation, military and veteran status, or any other characteristic protected by state or federal law. Equal employment opportunity will be extended to all persons in all aspects of the employment relationship.