



PRESIDENTIAL PROSPECTUS

RIPON'S MISSION

Ripon College prepares students of diverse interests for lives of productive, socially responsible citizenship. Our liberal arts curriculum and residential campus create an intimate learning community in which students experience a richly personalized education.

CORE VALUES



Serious Intellectual Inquiry



Integrity



Diverse Community



Stewardship and Service

RIPON'S VISION

Ripon envisions itself as a venerable, prosperous and widely respected liberal arts college that is proud of its history and confident about the future. An intense engagement with and concern for academic, artistic and personal development of students have defined Ripon since its founding on the Wisconsin frontier and will always be enduring characteristics of the College. Vigorous and healthy growth will place Ripon in a distinctive class of intentionally sized, intellectually vibrant and civic-minded colleges. Ripon will attract students, faculty and staff of excellent character, great potential and high quality, and the College will be increasingly appealing to its alumni. Ripon will interact conscientiously with the local community and will extend its reach to the nation and the world at large. Ripon College will command broad interest, recognition, support and respect. A burgeoning spirit of optimism and opportunity, accessibility and possibility will emanate from the College and will inspire it to imagine – and to do – great things.

ABOUT RIPON

Ripon College, established in 1851, is a Wisconsin best-value private college and a national leader in innovative liberal arts education. Within six months of graduation, 98 percent of alumni are employed, in graduate school or student teaching. After 10 years, Ripon graduates are among the highest earners from all Wisconsin colleges and universities.

Ripon's five-course Catalyst curriculum rigorously develops the 21st-century skills employers seek while connecting students to career and professional development throughout their four years and streamlining the path to graduation. Catalyst ensures students have extensive freedom to complete multiple majors and minors, participate in experiential study, play sports, hold internships and graduate in four years, guaranteed.

With a 15:1 student-to-faculty ratio and average class size of fewer than 20 students, Ripon offers more than 80 areas of study along with unique pre-professional programs. Qualified students can attain preferred and early admission into graduate programs and, in some cases, a fast track to earning sought-after professional degrees sooner. Ninety-eight percent of full-time faculty members hold a Ph.D. or the equivalent highest degree in their fields. Unlike many large universities, our professors' first and largest job is to teach our undergraduate classes. While they research, publish and create with the best of their peers, our faculty come here because they love to teach.

Ripon is a member of the prestigious Associated Colleges of the Midwest (ACM).



- ★ Ripon is listed among the Best National Liberal Arts Colleges and ranked 57th nationally for social mobility in the **U.S. NEWS & WORLD REPORT** 2022 Best Colleges rankings.
- ★ Ripon is included in **THE PRINCETON REVIEW**'s 2022 edition of *The Best 387 Colleges*. Ripon also was named to its Best Regional Colleges list for the Midwest. Only five of those designated are in Wisconsin.
- ★ Ripon was named to **MONEY MAGAZINE**'s 2020-2021 Best Colleges in America list. The list ranks schools that successfully combine quality and affordability, based on factors such as tuition costs, family borrowing and career earnings.
- ★ Ripon is included among the best Four-Year Liberal Arts Colleges on **WASHINGTON MONTHLY**'s 2021 College Guide and Rankings. *Washington Monthly* ranks schools on factors such as social mobility, research and providing opportunities for public service. Ripon also is included on its Best Bang for the Buck Midwest listing, schools ranked for helping non-wealthy students attain marketable degrees at affordable prices.



800
STUDENTS

15:1
STUDENT-FACULTY
RATIO

20
AVERAGE CLASS SIZE

100%
RECEIVE AID

\$115
MILLION ENDOWMENT

80+
AREAS OF STUDY

40+
CLUBS & ORGS

19
NCAA VARSITY SPORTS

45%
STUDENT-ATHLETES

4
FRATERNITIES
3
SORORITIES



THE RIPON EXPERIENCE

Ripon College is an institution that remains committed to delivering an intimate living and learning environment. Ninety-two percent of students live on campus and benefit from more than 40 student-run clubs and organizations. Approximately 70 percent of students participate in intramural sports and other clubs and organizations. These students actively utilize athletics, health and wellness facilities and fields, and a 3.5 mile system of recreational trails.

Faculty members are actively involving students in scholarship and discovery and including them as colleagues when publishing in professional journals and presenting at scholarly conferences. Experiential programming extends beyond the classroom through off-campus study, internship experiences and unique donor-funded initiatives such as the Career Discovery Tour, which provides students the opportunity to travel for a week to vibrant cities across the United States to gain firsthand knowledge of a variety of careers directly from successful Ripon alumni and friends.

From sustainability initiatives to politics to human rights issues and community service, our students demonstrate their connectedness to the community and the world through civic engagement. Our unique mission and central location have afforded Ripon College countless opportunities over the years to create shared experiences with the city of Ripon and its citizens. Working alongside fellow community members, Ripon College faculty, staff and students have shaped and inspired local economic development, arts and culture, nonprofit and government organizations, health and education systems, and a number of other important causes and initiatives.

Throughout the year, the campus offers a variety of fine arts, cultural and other events as a form of entertainment and to engage the local community in Ripon College's rich liberal arts tradition. Each semester, our Center for Politics and the People welcomes members of the public to campus for a variety of events featuring academic experts, government office holders, political candidates and prognosticators.

The College competes athletically as part of the Midwest Conference and offers 19 NCAA Division III varsity teams, whose rosters make up 45 percent of the student body. The new \$23.5 million Willmore Center for athletics, health and wellness, completed in 2017, includes new high-tech classrooms, a state-of-the-art fitness center, Wisconsin's best NCAA indoor track and field, performance courts, fitness studios, athletic training center, an open-air atrium, new conference and meeting spaces, and other enhancements. Other recent campus updates include enhancements to the student union, dining facilities, student activity spaces; an upgraded recital hall; and new applied learning classrooms to support our innovative curriculum. Our new Franzen Center for Academic Success, featuring free tutoring and mentoring services for all students in a contemporary tech-enhanced learning environment, opened in the fall of 2019.

THE RIPON COMMUNITY

The two closest communities to Ripon College offer charming, small-town appeal and a wide range of dining, entertainment, recreational and volunteer offerings. The College is in the historic city of Ripon, Wisconsin — a friendly, safe community of just under 8,000 people. The campus comprises 250 tree-lined acres and 27 buildings, 10 of which are listed on the National Register of Historic Places. A sustainable campus, Ripon is home to the Ceresco Prairie Conservancy with 130 acres of native prairie, oak savanna and wetland habitat.



THE CITY OF RIPON is a family-oriented community close to larger metropolitan areas, yet offering the peacefulness and safety of small-town Wisconsin. The friendly, personal environment is energized by community celebrations, eclectic shops, tasty cuisine, historic character and natural beauty.

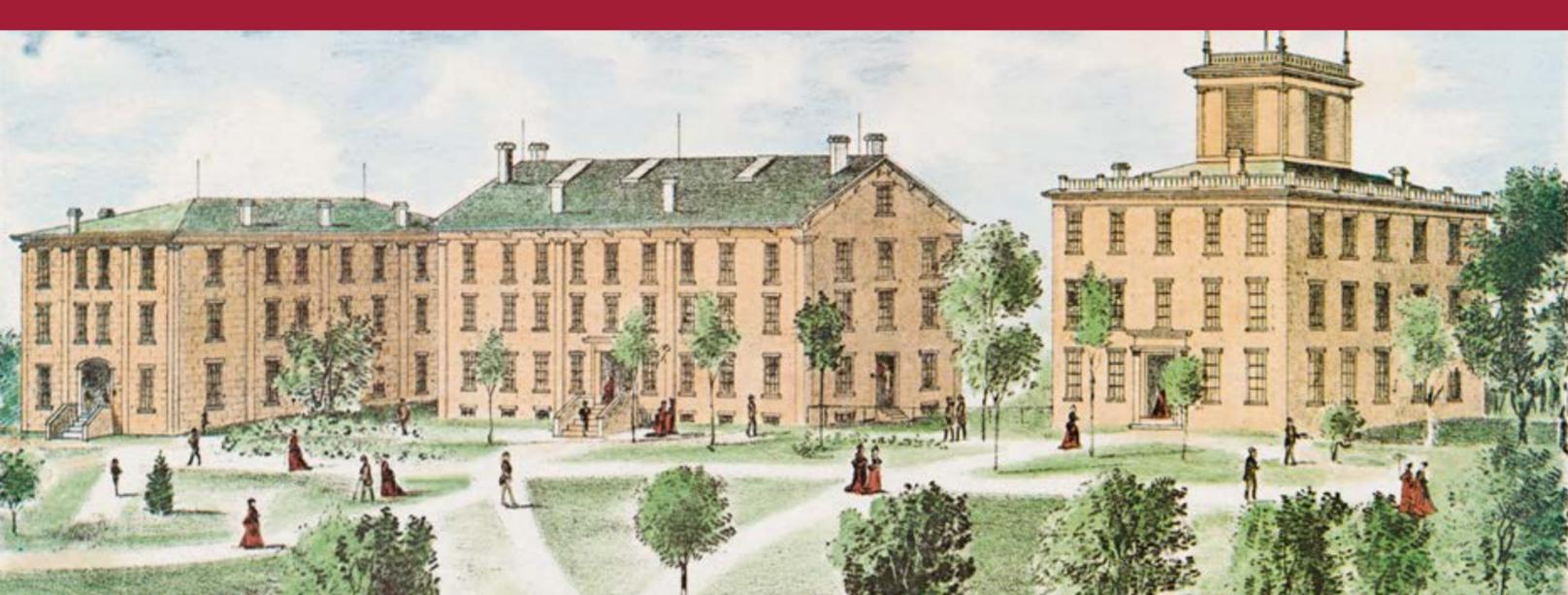
NEARBY GREEN LAKE is a quaint lake resort town and serves as a top destination for outdoor enthusiasts. A host of outdoor recreational activities abound year-round, including fishing, sailing, swimming, diving, kayaking, skating, cross-country skiing, ice boating, lake cruises, golf, hiking, tennis, mini-golf, biking, horseback riding, hot-air balloon rides, public and private hunting grounds, an art gallery and a fruit orchard.



92%
RESIDENTIAL

47%
FIRST-GEN

18%
DOMESTIC/INTERNATIONAL
DIVERSITY



HISTORY AND TRADITIONS

Ripon College was converted from a college preparatory school to a four-year college in 1863. Its first class — four women: Luthera H. Adams, Harriet H. Brown, Susan A.W. Salisbury and Mary F. Spencer — was graduated in 1867. The original three limestone buildings which witnessed the commencement of 1867 remain in use: East, Smith and West halls.

A traditional college of the liberal arts, Ripon looks ahead without forgetting its distinguished past. Ripon residents have contributed meaningfully to the growth and development of the College throughout its history, whether as mentors and employers or through generous philanthropy. Each year, the College celebrates its founding by recognizing with our Founders' Day Award local individuals and organizations who exemplify the ideals behind the creation of Ripon College in 1851.

In recognition of its academic excellence, the College was awarded a chapter of Phi Beta Kappa in 1952, placing it among a select group of the nation's top colleges. Ripon has had three Rhodes Scholars: Latimer Johns, class of 1911; Thomas Reinecke, class of 1968; and Zachary S. Morris, class of 2002.

The Ripon football team first took the field against Lawrence University in 1893 (Ripon won 24-6) to begin what is believed to be the oldest football rivalry in the state. In 1911, Ripon College's debate team wrote the constitution for Pi Kappa Delta, now a national honorary society for debaters and orators. The National Forensic League was founded at the College, where the first national speech tournament for high school students was held in 1931. *College Days*, which first appeared as a monthly literary magazine in 1868, is the oldest continuously published college newspaper in Wisconsin.

Ripon traditions remain an important element of life on campus. Our alma mater, written by Sarah Clyde Mitchell Morse, class of 1900, during her undergraduate years, has been sung at College events throughout the last century and the tune chimes from the Harwood Memorial Union clock tower.



ZACHARY S. MORRIS, CLASS OF 2002,

is one of Ripon's three Rhodes Scholars and is now an assistant professor in the University of Wisconsin's School of Medicine and Public Health.

#1

IN WISCONSIN
FOR EARNINGS
10 YEARS OUT

#57

NATIONALLY
FOR SOCIAL MOBILITY

98%

EMPLOYED
WITHIN 6 MONTHS
OF GRADUATION

75%

MEDICAL SCHOOL
ACCEPTANCE

1 OF 280

PHI BETA KAPPA
CHAPTERS



FINANCES AND FUNDRAISING

The majority of Ripon College expenses in FY '21, totaling \$27 million, were devoted to student tuition support, costs to sustain academic instruction and general operations of the College. The market value of Ripon's investments as of June 30, 2021, was listed at \$109 million. This reflects an increase of \$17 million from the prior year.

During the 2021 fiscal year, Ripon College achieved its most successful and largest fundraising year in its history. More than \$16.5 million in new gift production, including pledges, was realized. In March 2021, the endowment crossed above the \$100 million mark for the first time. This milestone indicates Ripon's financial foundation and the commitment of its alumni and friends to its future. Just over a decade ago, the endowment was only \$35 million. The College has emphasized building the endowment over the decades to keep Ripon affordable to the best and brightest students, regardless of their financial situation.

The record-breaking performance was anchored by the creation of several seven-figure endowed scholarships to address access and equity issues; a new five-year grant of \$1.4 million to the Student Support Services program by the U.S. Department of Education, TRIO division; and more than \$3 million raised for the unrestricted Ripon Fund.

GOVERNANCE

The president reports to an active, highly involved and geographically diverse Board of Trustees. The current board has 33 members, including two special graduate and three alumni trustees, as well as 15 honorary life trustees. In addition, two faculty participating observers, an administrative assistant and the Administrative Council support the board. Faculty and students serve as representatives on various trustee committees.

While the majority of trustees are alumni of the College, it is an expressed interest of the board to increase the number of “independent” trustees. The current board composition reflects a relatively young and highly accomplished group of individuals, with the majority of board members living and working outside Wisconsin. The College’s trustees bring a broad array of experience from the fields of investments, banking, communications, tech, education, insurance, law, management and nonprofits. The board is most generous in its donations of time, expertise and resources. The level of trustee giving continues to place Ripon amongst the top of Associated Colleges of the Midwest institutions.

Reporting to the president are the vice president and dean of faculty; vice president and dean of students; vice president of finance; vice president for enrollment; vice president for advancement and for marketing and communications; and the athletic director.





THE ROLE

Serving as the chief executive officer and reporting to the Board of Trustees, the president of Ripon College will lead efforts to develop a strategic vision for the College that is designed to foster its academic excellence, raise its profile, and strengthen long-term sustainability. The president will need to embrace Ripon's exceptional sense of community, nurture shared governance and enhance the College's ability to deliver on its mission for generations to come.

Ripon has a talented, dedicated and collaborative senior administrative team, the Administrative Council, which comprises the following senior administrative officers, who report directly to the president:

- vice president and dean of faculty
- vice president and dean of students
- vice president of finance
- vice president for enrollment
- vice president for advancement and for marketing and communications
- athletic director
- chief of staff

The academic leadership team includes several key administrators who report directly to the dean of faculty:

- associate dean for the catalyst curriculum
- associate dean of academic affairs
- associate dean of faculty and registrar





OPPORTUNITIES FOR THE NEXT PRESIDENT

Ripon has a remarkable tradition of empowering students through a highly personalized liberal arts and sciences education, as exemplified by the Catalyst curriculum. Catalyst enables students to develop 21-century problem-solving and teamwork skills within a supportive residential community while still pursuing a wide range of academic and extracurricular interests. The president will have the opportunity to build on these strengths in pursuing organizational change that is true to Ripon's character and will be expected to prioritize the following:

Lead with vision

- In partnership with the Board, lead the development of a strategic plan that builds on Ripon's strengths and distinctive culture.
- Strengthen enrollment and retention strategies during a time of demographic shifts.
- Enhance Ripon's long-term financial stability by diversifying revenue streams and investing judiciously in innovation.
- Consistent with Ripon's community ethos, inspire and unify constituents to work collaboratively toward common goals and clearly articulated milestones.
- Support academic excellence and the ability to respond to changing demands.
- Improve facilities and oversee infrastructure investments in alignment with the College's strategic goals.
- Appreciate intercollegiate athletics and understand its role in recruiting at an NCAA Division III college.

Raise Ripon's profile

- In an increasingly competitive market for talented students, articulate and promote Ripon's comparative advantages to raise the College's visibility, both nationally and internationally.
- Engage more robust alumni involvement in the life of the College through open communication and impactful opportunities.
- Lead ambitious fundraising efforts to support the College's mission.
- Build collaborative and mutually beneficial relationships in the city of Ripon and beyond.

Foster a productive, inclusive and collaborative culture

- Demonstrate an appreciation for Ripon's tradition of shared governance through clear and frequent communication and a consultative approach to decision making.
- Cultivate a positive working environment to support the attraction, development and retention of talented faculty, administrators and staff.
- Foster a culture of diversity, equity and inclusion on a campus committed to embracing these ideals.
- Improve operational efficiency and effectiveness through partnerships, shared services and technological innovation.

QUALIFICATIONS

The ideal candidate would embody the values of the Ripon community, including commitment to high academic standards and connectedness to the community and the world. Candidates would be expected to hold excellent academic credentials, including either a terminal degree and faculty experience or other evidence of a deep understanding and appreciation for the professional work of higher education. Strong candidates for the Ripon presidency also will demonstrate the following:

- Visionary and strategic leadership of complex organizations.
- Persuasiveness in articulating the value of a small liberal arts and sciences college in general and the distinctiveness of a Ripon education in particular.
- Consultative, innovative and confident decision-making skills.
- Bias toward action, especially with respect to innovative initiatives.
- Fundraising track record or the personality traits that suggest strong potential for success in this area.
- Superb communication skills, especially with regard to public speaking and writing.
- Managerial acumen, including outstanding financial planning and budgeting skills.
- Commitment to ensuring that diversity, equity and inclusion is woven into the culture of the Ripon community.
- High emotional intelligence, including humility, empathy and the ability to connect with all stakeholders.

CONTACT

Nominations, inquiries and expressions of interest should be sent to:

RIPON@RUSSELLREYNOLDS.COM

Ripon College is committed to the principles of equal opportunity and adheres to nondiscriminatory policies in employment and student enrollment. Ripon College is an equal-opportunity employer.

www.ripon.edu

