Our college, our community, your opportunity

Whitman College

PRESIDENTIAL PROSPECTUS
Our college, our community, your opportunity
Founded in historic Walla Walla, Washington, in 1882, Whitman College is a private, independent, co-educational, non-sectarian liberal arts undergraduate college. At Whitman, students develop leadership skills, personal confidence and intellectual creativity in an environment that emphasizes community and cooperation. They build skills for lifelong learning and the adaptability to excel in an ever-more technological, multicultural world.

PRESIDENT
Whitman College is seeking a visionary leader who is a champion for the transformative value of a liberal arts education in a rapidly changing world. The next President will strengthen the Whitman experience and advance the College in collaboration with passionate and dedicated faculty, staff, students, trustees, alumni, parents, and friends.

Whitman is distinctively Western in its location and its outlook. Situated in the heart of Walla Walla, Washington—recognized as one of the 10 best small towns in America and America's best wine region—Whitman takes pride in being in a rural setting that is both off the beaten path and connected to the world. Students learn from talented teacher-scholars in a collaborative and supportive environment that promotes excellence both inside and outside the classroom and fosters a lifelong love of learning and a life of purpose. Ranked #47 among national liberal arts colleges by U.S. News & World Report, Whitman enrolls approximately 1,500 students and has an endowment approaching $800 million.
WHITMAN AT A GLANCE

1,579
STUDENT POPULATION

67%
WHITMAN STUDENTS LIVING ON CAMPUS

176
TOTAL FACULTY

348
STAFF

51
DEPARTMENTAL MAJORS

>100
STUDENT ORGANIZATIONS & CLUBS

9:1
STUDENT–FACULTY RATIO

1:1
STUDENT–TREE RATIO

77
ACRES OF CAMPUS

32,900
POPULATION OF WALLA WALLA
HISTORY IN THE REGION

Whitman acknowledges its past connections with white missionary work in the region. In 2016, the college changed its mascot from the Missionaries to the Blues and students renamed the newspaper from The Pioneer to The Whitman Wire. In 2017 Whitman signed a Memorandum of Understanding with the local Confederated Tribes of the Umatilla Indian Reservation (CTUIR) that fosters collaboration with the native community in curriculum and service. In renewing ties with the CTUIR, Whitman pays respect to tribal elders both past and present and extends respect to all Indigenous people today. We honor their stewardship of the land and ecosystem and commit to continuing that important work.
On November 28, 1883, the Washington Territorial Legislature issued a new charter that changed the Whitman Seminary, established in 1859 by Rev. Cushing Eels and named in honor of missionary Marcus Whitman, into Whitman College, a four-year, non-denominational, degree-granting college. It has offered a liberal arts curriculum and has been gender-inclusive throughout its history. In 1913, Whitman became the first institution in the nation to require undergraduate students to complete comprehensive examinations in their major fields. A Phi Beta Kappa chapter was established in 1919, the first for any Northwest college.

MISSION STATEMENT
Situated within the rich and complex landscape and history of the Walla Walla Valley, Whitman College provides a rigorous liberal arts education of the highest quality to passionate and engaged students from diverse backgrounds. Whitman students develop their intellectual and creative capacities in a supportive scholarly community that prioritizes student learning within and beyond our classrooms. We help each student translate their deep local, regional, and global experiences into ethical and meaningful lives of purpose.

STRATEGIC PRIORITIES
It is an exciting time to be at Whitman College. Work is underway to implement the tactics of an ambitious strategic plan, approved by the Board of Trustees in 2018. The priorities that emerged reflect Whitman’s response to the changing higher education landscape and aspirations for the college’s future success. Increasing economic stratification compels Whitman to find more opportunities to make it an affordable choice for students and families across the socioeconomic spectrum. Demographic and social changes, in the local community as well as the nation generally, compel Whitman to strive to be a place where all students, faculty, and staff feel a sense of belonging and that works against systemic injustice and discrimination in society. The five institutional priorities that emerged from the rigorous strategic planning process—increasing access and affordability; enhancing diversity, equity and inclusion; innovating the curriculum; preparing for life after Whitman; and celebrating our location—are aimed at bolstering the liberal arts values that have always driven a Whitman education and position the college to excel for decades to come. These priorities have already begun to shape the future of the college in significant ways.

ACCREDITATION
The Northwest Commission on Colleges and Universities accredits Whitman College.
DIVERSITY

The college is committed to creating an inclusive learning and working environment where all individuals are respected and where differences are embraced.

Whitman’s academic community consists of students, faculty and staff who come from a variety of backgrounds, perspectives and circumstances, and who possess different histories, different sensibilities and, at times, different expectations. Whitman College maintains a broadly conceived approach to diversity and recognizes that diversity takes many forms. The Board of Trustees recently revised the college’s diversity mission statement, reflecting its ongoing commitment to Whitman College’s efforts to increase diversity and foster an inclusive community. On campus, the chief diversity officer holds a position at the vice presidential level and is valued as a partner to the president and other senior leaders as well as to the broader Whitman and Walla Walla community.

Today, Whitman students come from 46 states, one U.S. territory, and 39 countries. Approximately 24 percent of Whitman’s student body are students of color. International students represent an additional 9 percent. Roughly 12 percent of the student body receives a Pell Grant and 11 percent are first-generation college students. Sixteen percent of Whitman’s faculty and 16 percent of staff are people of color. The campus community dedicates a day each year to exploring issues

“When I was searching for colleges I had three priorities, finding a strong sense of community, commitment to the environment, and dedicated faculty. Whitman’s campus size and friendly faces made me confident that I would be able to know students, staff and faculty by their names; and that I would be able to work with them to have an impact in our community.”

— Juan Pablo Liendo-Molina, Class of 2021
related to race, gender, sexuality, and other forms of diversity through a student-led Power & Privilege Symposium.

A priority at Whitman is to make sure all its students have equal opportunities to thrive and be successful. Whitman takes pride in the fact that graduation rates for its students from underrepresented groups are equivalent to those of the overall student population. College programming is integral to achieving these numbers. To ease the college transition for some underrepresented groups, Whitman brings first-generation and working-class students to campus for several days during the summer for a pre-orientation called the Summer Fly-In. The students meet key staff and faculty, are introduced to major campus resources and get the opportunity to make connections with other incoming students.

Through academics, campus life, and cultural and educational activities, Whitman community members participate in this vision for inclusivity. The Glover Alston Center and Intercultural Center are dedicated to fostering intercultural awareness and providing support to students from diverse communities, including undocumented students. Recognizing that undocumented students make important contributions to the intellectual and social life of the campus, Whitman College admits and enrolls students regardless of citizenship.
Academics

At Whitman, learning is a process of questioning, exploring and thinking critically. Students are challenged to write, debate, participate actively in small classes and seminars, conduct independent research, examine existing theories, tear ideas apart and put them back together again.

A Whitman liberal arts education requires both breadth and depth, as demonstrated by rigorous major requirements along with general education coursework. The campus fosters close dialogue and collaborative research among students and faculty. The curriculum is tailored to challenge bright, involved, curious and passionate students. Faculty structure courses and class time in ways that encourage students to push boundaries and explore new directions. Students can choose from 51 majors, including 22 interdisciplinary majors, or create an independently planned major. In all areas of study, Whitman students learn to read carefully, think critically and communicate effectively.
WHITMAN FACULTY

Whitman faculty are experts in their fields and bring their passion into the classroom to inspire an excitement for and life-long love of learning. Their research and teaching inform each other in the model of the teacher-scholar. Faculty members engage and encourage students, and small class sizes allow students to know their professors personally as collaborators, mentors, advisers and lifelong friends.

EXAMPLES OF CROSS-DISCIPLINARY COURSES

- “History and Ethnobiology of the Silk Roads” – Biology, History
- “Writing Environmental Disaster” – Environmental Studies, German Studies

18 AVERAGE CLASS SIZE
92% FACULTY WITH TERMINAL DEGREE
65% FACULTY HIRED IN PAST DECADE
SCHOLARSHIP

At Whitman, the teacher-scholar ideal is alive and thriving. We believe that faculty members who are actively engaged in the production of knowledge and forms of creative performance are better teachers. They model for our students what it means to cultivate and sustain a lifetime of intellectual curiosity, careful reflection and critical inquiry. Robust faculty scholarship in recent years resulted in an extraordinary array of publications, performances, exhibits, grants and awards.

Undergraduate research at Whitman has been transformed by the enthusiasm and energy of the faculty who work with students on cutting-edge research. Numerous grants are available for faculty-student research, resulting in publications in journals and presentations at national conferences. Students regularly graduate as co-authors on peer-reviewed publications.

Annually, the Whitman community celebrates creative and scholarly output by students, inspired by and created alongside faculty. The Whitman Undergraduate Conference is a testament to the value of liberal arts learning and a showcase of original work sparked by course study, senior theses, faculty-student research, independent projects, fellowships, internships and study abroad.
“There is simply no substitute for the direct and deep interactions between a student and active faculty scholar working together to solve an original research problem.”

— Ginger Withers  
*Dr. Robert F. Welty Associate Professor of Biology*

**TEACHING**

A 3-2 teaching load enables faculty the time for individual engagement with students that is the hallmark of a Whitman education. In many cases, teaching involves engaging with students in community-based learning, field trips, lab work, group projects and other intensive learning experiences. In line with the college’s strategic priorities, Whitman provides generous support for curricular innovation. The Cross Disciplinary Learning and Teaching Initiative brings faculty from across the college together to create new courses at the cutting-edge of their disciplines. Small group learning in the sciences is enhanced with specialized instruments more often found at research universities. The faculty is dedicated to innovations in pedagogy, assisted by the college’s [Center for Teaching and Learning](#).

Whitman College participates in the Northwest 5 Consortium and provides funding for conferences on student learning. Students recognize their professors’ value in The Princeton Review by rating Whitman No. 6 for “Most Accessible Professors.” As teacher-scholars, faculty use their own expertise and research programs to inform and elevate their teaching and mentoring. Whitman faculty members work continuously to understand equity issues in order to foster better relationships with historically marginalized and underrepresented students, and institutionalize these efforts in the faculty code.

Promotion and tenure guidelines recently went through a yearlong review process and were revised to better recognize and reward the work of diversity, inclusion and equity in the processes of promotion and tenure.
Students

46/1/39

STATES, TERRITORIES AND COUNTRIES STUDENTS CALL “HOME”

12%

STUDENTS RECEIVING PELL GRANTS

11%

FIRST-GENERATION COLLEGE STUDENTS
WHO ARE WHITTIES?

Whitman students, known collectively as “Whitties,” are down-to-earth achievers with diverse backgrounds and well-rounded interests.

Cooperative rather than competitive with their classmates, they come to Whitman to experience an intensely rewarding liberal arts education. Whitties care about each other, their teachers and their community, participating extensively in campus and community activities. What they find is a campus with a strong sense of community and belonging, a place where deep and meaningful connections, friendships and relationships are established and maintained. The small campus fosters a close-knit community and creativity as students are often starting new clubs and launching new initiatives.
By the Numbers

86%
Of students received scholarships or grants

45%
Of students received need-based aid

$34.7 million in scholarships was awarded

Admissions
Whitman College received a total of 5,253 applications for Fall 2021, continuing a strong upward trend in application volume over the past eight years. Early Decision applications have been a particular area of growth, increasing by 43% over the past five years. Whitman maintains a selective admission rate of between 50-60% with a median GPA of 3.5 (on an unweighted 4.0 scale) for admitted students. In 2016, Whitman implemented a test-optional approach to the admissions process.

Financial Aid
Whitman College provides a comprehensive, diversified financial aid program—including scholarships, grants, employment opportunity and loans—to assist in financing a college education. Awards take into account a variety of circumstances: some are based on need alone, some on merit alone, but most are based on a combination of both elements. The college has a discount rate of approximately 41.8 percent. The average need-based grant is $38,823. About 38% of Whitman students graduated with debt in 2020, with an average of about $21,555. Grants, loans and self-help together meet 94 percent of a student’s demonstrated need.

In 2019, Whitman College launched an innovative new financial aid tool for prospective students. Whitman’s Early Financial Aid Guarantee lets students and their families see how much money in scholarships and financial aid they’ll be awarded from Whitman if they are admitted, before they even apply. Whitman was featured in The New York Times as one of the only colleges in the country with this type of guarantee.

Whitman College was named one of the 2021 Best Value Colleges by The Princeton Review and is regularly recognized by Forbes Magazine and Kiplinger’s Personal Finance for academic quality and affordability.
Whitman College’s residence hall philosophy is based on the concept that the academic and residence living experience must be integrated.

The residence life program at Whitman College depends upon student involvement at many levels to enhance the classroom experience and bring what is learned there to life. The experiences we seek to create in residence halls and interest houses are ones which enable an individual to learn and grow.

Whitman has seven residence halls and 11 special interest houses. All housing is gender-inclusive with the exception of Prentiss Hall. Prentiss is an all female and nonbinary-identifying hall and houses four national sorority chapters and three sections of first-year and returning students. Students who join a Greek organization may live in one of the four fraternity houses or the sorority sections of Prentiss Hall after their first year.

In August 2018, 145 sophomores moved into the first new residence hall added to the Whitman campus in more than 45 years. Stanton Hall, with its variety of common areas and meeting spaces, quickly became a favorite place for students across class years to gather to socialize and study.

Across a large green space that features sand volleyball courts and a dining patio is Cleveland Commons. This marketplace-concept dining facility has multiple stations for a variety of foods and a café that is open extended hours. This bold and welcoming state-of-the-art dining facility provides various types of seating and multiple dining rooms for more than 500 students, staff, faculty and community members to gather or collaborate over a meal.

Stanton’s homelike environment and Cleveland’s varied meal and on-the-go options were top priorities to create more options for community on campus. This project has already transformed the campus’s residence life and dining experience.

Third- and fourth-year students live in college-owned or private rental apartments and houses that ring the campus, offering students greater independence while living close enough to remain integrated in campus life. Approximately 40% of the total student body live in rental properties that are not affiliated with Whitman. As the College looks to the future, extending that sense of community and connectedness that come from living on campus to more juniors and seniors is a top priority.
ATHLETICS

Athletics have been key features of the Whitman experience for generations, and the last decade has been particularly successful for Whitman Athletics. The college saw its first-ever NCAA Division III national champion in men’s swimming, the women’s basketball team played for the NCAA Division III championship, and the men’s basketball team appeared in five straight NCAA Tournaments. Whitman’s tennis, golf and swimming teams are continuously recognized for conference, regional and national success, including 13 consecutive Northwest Conference titles by the men’s tennis team. In addition, athletics has added two more programs in men’s and women’s distance track to further enhance the experience of its student-athletes. Importantly, Whitman’s athletic programs have seen increasing success without compromising the academics of its scholar-athletes. Alumni, parents, and friends join with the campus community in rooting for the Whitman Blues and investing in athletic programs through the W Club.
The Whitman community believes that a rigorous liberal arts education is the basis for excellence in all sectors of the economy: private, public, nonprofit and academic. In 2009, Whitman brought together its career development, community service and internship programs under one umbrella — the Student Engagement Center (SEC), whose broad purpose is to help students understand how Whitman’s intensive liberal arts training opens doors and prepares them for leadership and life after graduation. The SEC links service, internships and other community experiences with students’ academic courses, learning goals and career exploration.

Through the SEC’s Community Service arm, students can connect with over 100 community organizations, including student-led volunteer programs at local schools and service organizations.

Whitman students are encouraged to explore potential careers, network with alumni, identify national and international internships and find out more about graduate schools at the SEC. Students can apply for the Whitman Internship Grant that provides up to $3,500 to help students connect with meaningful internship opportunities. A Whitman Internship Grant may be provided for a semester, academic year, or domestic/international summer experience at non-profit organizations, some for-profit organizations, and government offices. More than 150 students are funded each year, and the college aims to continue expanding and growing these opportunities.

This fall, the SEC is launching a new career coaching program for all first-year students. Each student will be assigned a coach to guide them to resources, programs, groups and opportunities to help them think about their future before they even arrive on campus. The goal is to identify professional passions and career trajectories and choose activities and opportunities outside of the classroom to support those passions. Their career coach will be with them every step of the way — from their first year to their first career.

Whitman was recently selected by Washington Monthly as one of the top colleges in the nation for the percentage of its graduates that pursue public service opportunities, such as the Peace Corps, Teach for America and the Foreign Service. The Chronicle of Higher Education cited Whitman as one of the top producers of Fulbright fellowship recipients, and Whitman students are highly represented every year for fellowships from Humanity in Action, Rhodes, Watson, Truman, Udall, Beinecke, Trudeau and the National Science Foundation.
The 17,000 living Whitman College alumni are proud to call themselves “Whitties.” Ask them what they loved about their years at Whitman and you’ll hear the same qualities that you hear from students today: excellent learning opportunities, a close-knit community and lifelong friendships with faculty and peers.

“Did the life of the mind at Whitman influence my thinking about the world? Definitely. It opened me up to the universe.”

— Dottie Metcalf-Lindenberger, NASA Astronaut, Class of 1997

Whitman alumni continue their passion for learning and making a difference by attaining graduate degrees, becoming leaders in their communities and staying involved with their alma mater. Most alumni are active, engaged members of their professional and civic communities.

Alumni, parents, and friends are remarkably generous in supporting the college through their participation in the President’s Advisory Board, the Alumni Board, W Club, Parents Leadership Committee and their widespread volunteerism in fundraising and admission activities. The Whitman College Alumni Office organizes many cultural, academic and athletic programs and events virtually, on campus and across the country to provide alumni, parents and friends the opportunity to connect and maintain a connection to the college. Alumni are welcomed back to campus for Reunion Weekend each fall. Notable alumni are honored for outstanding achievement in their careers, community commitment or service to Whitman College with the Alumni Association Recognition Awards, which are presented during Reunion Weekend.
Development

More than half of Whitman’s living alumni have graduated since 1990 — forming a young, active, dynamic and committed constituency.

Whitman College has a history of loyalty and generosity from its alumni and parents. The most recent comprehensive campaign saw gifts totaling $167 million vs. a goal of $150 million by its completion in 2015. Gifts and commitments during the current presidential administration exceeded $105 million over the past six years.

The college has benefited from increased fundraising and engagement success, having secured gifts and pledges of more than $24 million in fiscal year 2020. During the pandemic year of fiscal year 2021, alumni and friends responded to a rebranded annual giving campaign to increase the Whitman Fund by 49% to date over unrestricted and scholarship operating support in the previous year. Virtual alumni engagement expanded during the pandemic year with total attendance of more than 3,100 alumni.

An experienced development team and loyal alumni and parents suggest potential for continued fundraising and engagement success in the future.

30% RATE OF ALUMNI GIVING

28% RATE OF CURRENT PARENT GIVING

$18.6 MILLION RAISED PER YEAR ON AVERAGE (2018-2020)
FINANCIAL INFORMATION

For 2021-22, the college’s total operating budget is $85 million, including auxiliary activities. The Education and General budget is $74 million, of which $27 million (37 percent) is funded by the endowment. In 2021-22 Whitman’s tuition will be $55,560 and room and board will be $13,800. Whitman has one of the largest liberal arts college endowments in the west with over $775 million in endowment (calculated as of June 2021) and investment assets. The college holds a modest $69 million in long-term debt, and in 2021 Moody’s Investors affirmed Whitman’s Aa3 long-term bond rating with a stable outlook.

The campus community participated in a Financial Sustainability Review in 2020-2021 to make strategic and difficult financial choices to reduce the annual budget by 4%. By implementing these prudent cost-savings, the college has created more flexibility to invest in its strategic priorities to increase resilience for the future.
Whitman College is located in Walla Walla on the traditional Cayuse, Umatilla and Walla Walla homelands. Walla Walla is a welcoming town in eastern Washington known for its beauty and booming wine industry, a 45-minute flight from Seattle or 4½-hour drive from Seattle, Portland or Boise. The campus blends a stunning natural environment with contemporary facilities, modern technologies and historic buildings. The rugged beauty of Whitman’s Pacific Northwest location helps define the college experience. The access to western mountains, rivers and open space draws many students, staff and faculty to Whitman. Whitman’s campus and Walla Walla personify a west coast ethos that is friendly, open and encouraging.

Whitman’s main 60-acre campus is located on the edge of historic downtown Walla Walla. The college has 17 acres of athletic fields three blocks from campus and 35 acres at the Johnston Wilderness Campus just 16 miles outside of town in the Blue Mountains. About 30 miles from campus, Braden Farm offers students unique access to the Wallula Gap Biological Field Station and the Pacific Northwest Regional Observatory, which contains the largest telescope in Washington state. The college also owns 15 farms in four counties comprising 21,200 acres that earn more than $1 million a year in revenue.

The main campus is beautifully landscaped with a mature canopy of trees and a substantial and growing collection of outdoor art sculptures. The main campus includes 42 buildings totaling over 1.3 million square feet with a replacement value of more than $456 million. In the past 10 years, the college has completed close to $75 million in new facilities, along with additions and renovations to existing facilities. Highlights of construction projects over the past decade include the building of Stanton Residence Hall and Cleveland
Commons Dining Hall, an addition to Harper Joy Theatre, and renovations to the Hall of Science, Memorial Hall, Baker Center, Olin Hall, Jewett Dining and Prentiss Hall. The college eliminated deferred maintenance 25 years ago and fully funds a life cycle budget for the renewal and replacement of facilities.

CAMPUS BUILDINGS AND SITES

MEMORIAL HALL ("MEM")
Completed in 1899, Memorial Building (upper left) is the oldest structure on campus. The clock tower is a landmark on campus and in Walla Walla. Mem serves as the administrative hub for Whitman College.

FOUTS CENTER FOR THE VISUAL ARTS
This 38,000-square-foot facility (middle left) provides space for the college’s visual arts program, including painting, drawing, digital arts, sculpting, ceramics, printmaking, photography and book arts.

PENROSE LIBRARY
Located at the heart of the Whitman College campus, Penrose Library (lower left) is the place where faculty, staff and students spend hours perusing more than 500,000 books, 4,800 feet of archival material, 210 databases, 376,000 e-books and more.
ANKENY FIELD
Social hub, study spot and classroom, as well as an ultimate Frisbee®, flag football and lacrosse field, Ankeny Field is the heart of the campus. It is surrounded by academic buildings, residence halls and the library.

HUNTER CONSERVATORY
This stately 1910 brick building surprises all who enter it with its interior three-story atrium trimmed with white woodwork. The atrium, capped with a skylight, leads to offices and meeting rooms on all floors, as well as to the 250-seat Kimball Theatre. Additional performance venues on campus include Cordiner Hall, Harper Joy Theater, and The Hall of Music.

REID CAMPUS CENTER
Reid is a go-to hub for campus life. You'll find a small market, bookstore, art gallery, campus post office, a student-run radio station, the student newspaper and other student services.

“Whitman students, staff, and faculty are all incredibly welcoming, supportive, and kind. Students want to challenge themselves academically but are much less interested in competing with each other.”

— Quinne Woolley, Class of 2021
SHERWOOD HOUSE

Sherwood House is the residence of the President of Whitman College. Located at 1107 Alvarado Terrace, the home was built in 1922 by O.D. Keen, a Walla Walla contractor. In 1939, the house was sold to Donald and Virginia Sherwood. After Mr. Sherwood passed away in 1994, the house became the property of Whitman College and the following year became the residence of the college president. The house provides ample public space for college gatherings along with comfortable private quarters.
CAMPUS SUSTAINABILITY

Reflecting its distinctive Northwest location, Whitman College aims to cultivate an ethic of environmental stewardship and leadership in all students, staff and faculty.

Whitman students are passionate advocates for the environment and climate justice and are committed to accelerated action in the area of sustainability. They learn about sustainability and environmental issues through the immersive “Semester in the West” program and the popular multidisciplinary environmental studies program. Approximately 70% of students take at least one class in Environmental Studies prior to graduation. The 2021-2022 academic theme for the year is “Climate Reckonings, Climate Justice.”

- The Princeton Review ranked Whitman No. 9 among the 2021 Top 50 Green Colleges, the highest among schools from the Northwest.
- In March 2020, Whitman earned our second STARS (Sustainability Tracking, Assessment, and Ratings System) Silver rating in recognition of sustainability achievements institution-wide.
- In 2016, Whitman adopted our first Climate Action Plan and commitment to achieving carbon neutrality. In 2019, President Murray affirmed that dedication by signing the Carbon Commitment of the Presidents’ Climate Leadership Commitments.
- In November 2018, the Board of Trustees approved the steps to begin divesting the college’s endowment from fossil fuels.

- Whitman’s two newest buildings, which opened in 2018, achieved LEED certification. Stanton Hall achieved LEED Platinum certification — the highest certification level possible. Cleveland Commons dining facility achieved LEED Gold — outstanding for a commercial kitchen facility.
- Whitman installed our first commercial-scale solar array (21 kW) on the roof of the Bratton Tennis Center in 2009. Stanton and Cleveland’s solar arrays added 72 kW and 58 kW of solar generation capacity, respectively.
- Whitman owned farmland is leased to NextEra Energy for 62 wind turbines.
- 85.4% of Whitman students in 2019 responded “Agree Strongly” to the CIRP survey question, “Addressing global climate change should be a federal priority.” This response has grown over time, and Whitman students agree with this statement more strongly than students at comparison colleges do.
- In 2013, Whitman’s Outdoor Program was granted the prestigious David J. Webb program Excellence award by the Association of Outdoor Recreation and Education. Only one program is chosen nationwide each year and Whitman is the smallest school to have ever received the award.
Walla Walla

Revitalized by the region’s burgeoning wine industry, Walla Walla puts the best of small-town America within easy reach. Its well-kept streets mix shops from earlier eras with trendy cafés and eclectic boutiques. Its tasting rooms, restaurants and sidewalk sculptures provide ready destinations and points of interest.

The Whitman College campus is located at the top of Main Street in downtown Walla Walla, and faculty, staff and students enjoy the quick stroll to their favorite local spots. Most Whitman employees live minutes from campus in one of the many historic and charming neighborhoods filled with Tudor, Craftsman, Cape Cod, Greek revival and Colonial-style homes.

The rivers, woods, hills, mountains and canyons that shape and surround the Walla Walla valley offer a diverse range of activities. Located in the sunny, southeast corner of the state just 11 miles from Oregon, residents and visitors enjoy an average of 270 days of sunshine per year, perfect for canoeing, kayaking, fly-fishing, hiking, skiing, rock climbing, bicycling or enjoying a Walla Walla Sweets baseball game. The town of about 33,000 residents is famous for its eponymous sweet onions, vibrant and historic Main Street, Chamber Music Festival, Walla Walla Symphony, theatres, farmers market and annual hot air balloon festival. Its residents volunteer at hundreds of local nonprofits to ensure a vibrant, thriving community.

The Walla Walla region continues to be a robust agricultural center for wheat, grapes, apples, alfalfa seed and related agricultural industries, including international agricultural
manufacturing facilities. The first generations of Latinx immigrants arrived through the bracero program during World War II to save the wheat crops and stayed and raised their families here for generations. Currently, approximately 26% of the county identifies as Hispanic or Latinx and Walla Walla High School enrolls over 45% students of color.

Walla Walla is known throughout the state, and increasingly nationally and globally, for its locally sourced and farm-to-table restaurants and the thriving wine industry. The region is home to well over 120 wineries, several of which have received top scores from national wine publications and many of which were started by Whitties.

Walla Walla has received artistic acclaim as the home of the Walla Walla Foundry, featuring international artists like Ai Wei Wei, and as home to local artists like Nano Lopez, Squire Broel, and many others.

Other accolades include:

- “America’s Best Wine Region,” 2020, USA Today 10 Best Readers’ Choice awards
- “Best Cities to Live in Washington,” 2019, Chamber of Commerce
- Best Small City Road Trip Destination in the U.S., 2018, Travelocity
- 25 Cutest Main Streets, 2018, Fodor’s Travel
- 50 Best Places to Travel to in 2018, Travel + Leisure
- Best Small Towns in Washington to Visit, 2017, Thrillist
- Best Small Places for Businesses and Careers, 2016, Forbes
- 10 Most Beautiful Towns in Washington, 2015, The Culture Trip
- 15 Most Underrated Cities in the USA, 2015, Global Yodel
- Best Small Cities in the U.S., 2015, NerdWallet
Not only is Whitman’s location a differentiating factor for the college, it’s also a big part of the Whitman identity and offers endless learning opportunities for students. In fact, one of the college’s strategic priorities is working to build on our already strong relationships within our local community and region. Local leaders are partners who collaborate on internships, volunteer service, community-based classes and other experiential learning opportunities.

Each semester, Whitman faculty offer a class inside the Washington State Penitentiary, bringing incarcerated and non-incarcerated students together to share their different perspectives and learn about different philosophical and ethical theories. And each year Whitman students are welcomed into a wide range of Walla Walla Public School classrooms to teach age-appropriate lessons about the civil rights movement. These are just some of the many ways students collaborate and learn from community partners.

Whitman College is the recent recipient of an $800,000 Mellon grant specifically allocated to building on already robust community engagement as a means to broaden students’ perspectives and provide a variety of high-impact experiences tied to the academic program. This funding also includes faculty development opportunities in inclusive pedagogy, course revision/development and community-based learning.
Whitman College is governed by a self-perpetuating Board of Trustees of up to 24 members. They are responsible for the direction, mission and financial well being of the institution.

The faculty as a whole is in charge of the curriculum, and through the Committee of Division Chairs, is responsible for faculty hiring. The Personnel Committee is in charge of decisions related to tenure and promotion. Trustees and faculty work together in a shared governance model to address issues of mutual interest. Student representatives also serve on most governance committees and regularly meet with trustees in formal and informal settings. Additionally, Whitman has a President’s Advisory Board focused on ensuring support for the strategic priorities of the College. Members serve both as advisors to the president and senior staff and as special ambassadors for Whitman with students, alumni, friends and prospective students; its chair and vice chair serve as ex-officio members of the Board of Trustees.

The President of the College reports to and is supported by the Board of Trustees. They will join a campus community that includes passionate faculty, a dedicated and talented staff, and engaged students. The President supervises six officers who lead the College’s major functional areas:

- Provost and Dean of the Faculty
- Vice President for Student Affairs/Dean of Students
- Vice President for Diversity and Inclusion
- Vice President for Enrollment and Communications
- Treasurer and Chief Financial Officer
- Vice President for Development and Alumni Relations
OPPORTUNITIES AND CHALLENGES

Whitman College is a close-knit and welcoming community that is built on mutual respect. During the global pandemic, Whitman is proud to have acted quickly to prioritize student and community health while simultaneously responding to changing financial circumstances by implementing a Financial Sustainability Review. The next President will work with the Whitman community and the Board of Trustees in articulating a vision for Whitman’s future, building on a period of strength for the College. Since 2015, Whitman has increased financial aid by 50%, built Cleveland Commons and Stanton Hall, and prioritized diversity, equity and inclusion efforts on campus. With Whitman’s positive momentum and history of prudent financial stewardship, the next President will have a remarkable opportunity to shape the direction of Whitman College as it positions itself with distinction in the post-pandemic landscape of higher education. Working with its faculty, staff, students, trustees, alumni, parents, donors, partners and friends, the next President will have the opportunity to:

- Champion Whitman’s distinctive academic strengths: As one of the nation’s leading liberal arts colleges, and one of the few located in the Pacific Northwest, Whitman is well-positioned to champion academic excellence in the liberal arts while embracing innovation. Whitman’s faculty take pride in being exemplary teacher-scholars, integrating their research and practice into their teaching and mentoring. The next president will raise Whitman’s visibility on the national and regional stage and ensure the College’s unique distinctions are recognized while encouraging innovative thinking around program development. In addition to investing in and emphasizing Whitman’s signature distinctions, the next president must convey, with conviction to multiple constituencies, the unique value of a Whitman education.

- Advance the College’s commitment to diversity, equity, and inclusion: Diversity, equity and inclusion are core values at Whitman College. Evidence for this is found in Whitman’s Strategic Priorities 2017-2022 as well as the report of the 2020 Inclusion Task Force. The next president will be an active and engaged leader with sophisticated understanding of issues concerning diversity, equity and inclusion, who will empower others, including the VP for Diversity and Inclusion, across campus to center DEI issues within their work for the community. They will focus on further diversifying the student body, staff, faculty and administration. The next president will champion the creation of a community that equally values all members and where each individual feels a sense of belonging accompanied by opportunities for transformative educational and professional experiences.

- Build the College’s financial resources: The next president must reenergize and renew relationships with Whitman’s committed community of alumni, parents and friends to continue building goodwill, creating opportunities for engagement with current students, and increasing philanthropic participation. Priorities for future fundraising campaigns include additional support for faculty, financial aid and campus housing for 3rd and 4th year students. The Financial Sustainability Review work Whitman has undertaken and implemented this
past year made essential changes for Whitman's long-term financial health, which will result in expected budget surpluses in 2022-2023 and beyond. However, the educational climate dictates that Whitman will face financial pressures that budget management and fundraising alone cannot address. The next president will need to work with the cabinet and trustees to find creative ways to address these resource needs through enrollment and cost management, effective allocation of resources, and revenue diversification.

- **Prioritize accessibility and affordability:** The next generation of 18-year-olds and their families have faced two financial crises and are deeply concerned about avoiding debt and being able to find employment after college. While Whitman’s application numbers are growing, yield numbers are decreasing, and the discount rate is rising. While the College’s significant endowment has allowed Whitman to offer need-based financial aid that truly transforms the type of education its students can receive, careful enrollment management will be critical for the future standing of the College. The next president will lead these efforts while championing a Whitman education as excellent preparation and training for a rapidly changing global economy and for creating a life of purpose and meaning.

- **Communicate effectively:** With Whitman’s strong commitment to shared governance and active and engaged alumni and students, it is important for the next president to play a positive and transparent role in communicating with internal and external constituents, including to share a vision for Whitman’s future and the institutional goals the College community can achieve together. In order to successfully represent the entire College community and be a champion of Whitman’s mission and strategic priorities, the next president will need to be a great listener, take the appropriate time to engage with all constituent groups, and inspire these groups to invest their time and talents in Whitman’s future.

- **Strengthen community engagement:** Whitman College has a rich tradition of engagement both within the campus community and with its local community, creating points of connection that improve lives and contribute to the economic development of the region. Still, there is room to strengthen these relationships and celebrate the community’s growing diversity and emerging opportunities. Serving as a visible and engaged member of the community, the next president will lead efforts to further integrate the College into the region. Building pathways for the College to partner with industry, nonprofit, education, tribal and legislative leaders, the next president will embody the College’s values of respect for, and responsibility within, the community of which it is an integral part.

- **Imagine the future:** A consequence of the Financial Sustainability Review was the realignment of the budget to better match Whitman’s strategic priorities. This has left Whitman on a stronger financial footing, but it necessitates programs and offices reimagining themselves. This creates the opportunity for a visionary leader to partner with various stakeholders throughout Whitman’s community to guide and support the campus during this period of transition.
DESired Qualifications and Characteristics

Whitman College seeks a president with a passion for the power of a liberal arts education and the vision and acumen to elevate Whitman’s reputation as a leader regionally and nationally. The next president will appreciate the down-to-earth nature of the Whitman community and possess collaborative community building skills, support for shared governance and a demonstrated track record of creating a sense of belonging through a commitment to diversity, equity, and inclusion. Adept at working with multiple constituencies, the next president will be a gifted leader, communicator, fundraiser and empathetic listener ready to partner with the Whitman community, as well as with stakeholders in Walla Walla and the greater Pacific Northwest, to ensure Whitman’s future success. The ideal candidate will also:

• Strive to be a prominent, visible, and accessible leader who is eager to engage directly with students, staff and faculty members, as well as alumni, parents, friends and the Walla Walla community;
• Demonstrate an inclusive and inspiring communication style with an ability to galvanize the community to move forward;
• Demonstrate the ability to think strategically to develop and build support for a shared vision for the institution;
• Bring imagination, innovation and vision to their leadership and approach to solving problems;
• Be curious about ideas, and be respectful and supportive of the effort it takes scholars, be they faculty or student, to produce those ideas;

• Bring an ability to inspire confidence and trust in the community they lead;
• Attract, develop, and retain outstanding faculty and staff;
• Bring an appreciation for the importance of student life, including the arts, athletics, co-curricular activities and career preparation, in providing a well-rounded liberal arts experience;
• Share an interest in promoting sustainability, environmental responsibility and climate action;
• Be a public intellectual engaging in discussions about higher education and the liberal arts;
• Understand the evolving nature of higher education in the 21st century;
• Be able to balance current needs with the long-term sustainability of an institution;
• Be an enthusiastic and successful fundraiser, able to identify and secure significant resources for the College;
• Possess financial acumen and a track record in effectively managing significant budgets;
• Be authentic, curious, compassionate, and ambitious in all aspects of leadership; and,
• Find joy and purpose in the remarkable opportunity to transform lives and educate students who will change their communities and the world for the better.
CONTACT

This position begins on July 1, 2022 with the start of the next academic year. For best consideration, please send all nominations and applications—electronically and in confidence—to:

Shelly Weiss Storbeck, Global Education Practice Lead and Managing Director
Jim Sirianni, Managing Director
Lisa Solinsky, Senior Associate
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For more information, please visit Whitman College’s homepage at whitman.edu and whitman.edu/presidential-search.