

## CHIEF EXECUTIVE OFFICER

### ABOUT THE SUMMER SCIENCE PROGRAM

Scientific innovators and their creations are deeply embedded in our daily life, becoming catalysts for limitless change and improvement. The years and century ahead will be defined by generational challenges and breathtaking possibilities that span our daily lives, our society, and the very planet we live on. Only with science can we address our most urgent challenges and realize our greatest possibilities. Since 1959, the Summer Science Program (SSP) has been committed to inspiring and nurturing tomorrow's leaders, from the brilliant engineer in your local community to researchers focused on cures and therapies to entrepreneurs founding innovative companies. Today's most promising high school students will be tomorrow's visionary leaders, but only if they are able to recognize and develop their potential at a formative stage.

### MISSION AND TRANSFORMATIVE ROLE

The Summer Science Program's mission is to identify bright and exceptionally motivated teenagers with untapped potential and a strong interest in science; challenge them with rigorous, authentic, interdisciplinary research; accelerate their intellectual and social development through an immersive, transformative experience; create an inclusive culture based on collaboration; and build a supportive, diverse, life-long community of scientists and leaders. SSP has played a transformative role in the lives of thousands of teens by providing them the rare opportunity to live the life of a working scientist during a summer on a university campus. Through rigorous, authentic, and hands-on research, the participants are challenged to stretch beyond typical opportunities offered at high schools and to work collaboratively with their peers in a supportive and inclusive setting. SSP participants experience what it is like to ponder scientific, mathematical, and philosophical concepts with like-minded participants from the United States and around the world. Evolving over six decades, SSP's unique design has demonstrated that the summer before senior year in high school is critical for teens, just before they make key life decisions about college and a field of study. The SSP experience accelerates their intellectual and social development just in time to boost their confidence, cultivate their resilience, and elevate their aspirations. Many SSP alumni reference their summer at SSP as life altering and as playing a pivotal role in shaping their professional careers, whether in STEM or in other fields.

### PROGRAMMING

SSP currently provides programming for exceptionally motivated rising seniors in three fields of science: Astrophysics, Biochemistry, and Genomics. Working in teams of three, approximately 200 participants complete a research project at

#### Key Facts

- 8 staff: 1 FT and 7 PT
- 15-member Board of Trustees
- \$1.8 million budget (2022)
- \$6M financial assets (2022)
- Affiliates: Caltech, MIT, and Harvey Mudd College
- 2022 Participants: 204
- Members: 3,000

#### Values & Vision

##### VALUES

Collaboration, Community, Exploration, Inclusiveness, and Integrity.

##### VISION

Tomorrow's innovators are inspired to work together to advance knowledge and solve the world's most complex problems.

#### Visit



six summer programs on five host campuses: three programs in Astrophysics (near-earth asteroid imaging and orbit determination), two programs in Biochemistry (fungal enzyme inhibition and drug discovery), and one program in Genomics (stimulating and analyzing antibiotic resistance in bacteria). Each team acquires its own original data and performs its own analysis. Field trips and guest speakers round out an intense 39-day schedule. This residential, immersive, interdisciplinary experience transforms and enriches the lives of participants and produces a supportive, diverse, lifelong community of resourceful thinkers and leaders. In the past five years, two-thirds of alumni have enrolled at MIT, Caltech, Stanford, or Ivy League universities. Many alumni are impressive leaders in their chosen professions and cite SSP as a critical turning point in their lives. As a testament to its sustained impact, SSP's alumni have provided the vast majority of its historical financial support and management. Its six summer programs currently operate at Indiana University Bloomington, New Mexico Institute of Technology, Purdue University, University of Colorado Boulder, and University of North Carolina at Chapel Hill. In addition to these host campuses, SSP has strong ties and partnerships with the California Institute of Technology, Harvey Mudd College, and the Massachusetts Institute of Technology. During the recent pandemic, SSP successfully completed its first online-only Summer Science Program in 2020 with 144 participants, from 29 U.S. states and 12 other nations, spread across 19 time zones. SSP successfully repeated its immersive online-only programs in 2021.

## DIVERSITY AND INCLUSION

SSP's greatest strength is its growing community of approximately 3,000 alumni and former faculty. Each year, SSP admits a diverse community of rising high school seniors: about 30 U.S. and 6 international participants per summer program, selected for their promise and motivation. Since 2011, half of the program's participants have been women. SSP abounds in diversity, as demonstrated by its recent participants. Currently, only one-third of participants come from white families; otherwise, most participants overall are Asian American & Pacific Islanders, Black, Latino, and Native American. Careers of SSP alumni are also broadly varied in nature; at least 40% of alumni work outside of science, going into other fields such as economics, business, and technology. Otherwise, it's a blend of astronomy, physical science, mathematics, computer science, engineering, medicine, and life sciences. SSP's commitment to providing equitable and inclusive programming energizes its efforts in achieving its goals and pursuing its mission. SSP also guarantees to meet the demonstrated need of every admitted applicant with generous financial aid grants. Every summer, those from low-income families, currently at least 25% of SSP's participants, pay only what they can afford. One of SSP's major goals for the future is to open greater scientific opportunity to even more bright, deserving teenagers, regardless of family income, which will require SSP to focus more on growing its base funding partners and philanthropic support.

## GROWTH AND OPPORTUNITY

Incorporated as a national nonprofit organization in 1999, the Summer Science Program is the only national summer program that is operated, governed, and largely funded by its own alumni, former faculty, and grateful parents. With demand from qualified applicants far outstripping SSP's capacity, the board and staff are in the midst of a national expansion process that only recently had SSP grow from just two astrophysics programs in 2016 to six programs in three scientific fields by 2022. The Board of Trustees seeks new partners—philanthropists, foundations, universities, and corporations—to bring this unique, life-changing educational experience to even more promising young people, with the



goal of significantly increasing its enrollment (currently 204) over the next five years. Fifteen years ago, SSP established an endowment program fueled by the generous support of its passionate base of members and alumni. This robust endowment gives the Board significant financial flexibility in increasing financial aid, reducing program fees, and investing in the organization's future growth and expansion. SSP receives revenue from program fees and philanthropy that includes individual, major and planned gifts with a mix of corporate and foundation sponsorships and matching gifts. In recent years, SSP has received generous matching gifts from a range of corporations, including Apple, Bank of America, Bristol-Myers, Dell, ExxonMobil, Goldman Sachs, Google, IBM, Intel, Intuit, Microsoft, Qualcomm, State Farm, United Health Group, and Wells Fargo. In the last five years, nearly \$3 million was raised through fundraising alone.

In November 2021, after 22 years as the SSP's Executive Director, Richard Bowdon announced his retirement after a long and fulfilling career as the organization's founding executive. His vision and dedicated leadership have been instrumental in the success of ensuring a strong foundation for the next stage of transformative growth. SSP now seeks a new, dynamic Chief Executive Officer who will build on this successful legacy and help to expand the organization's high-quality annual programs through visionary leadership, increased philanthropic support, and effective external partnerships.

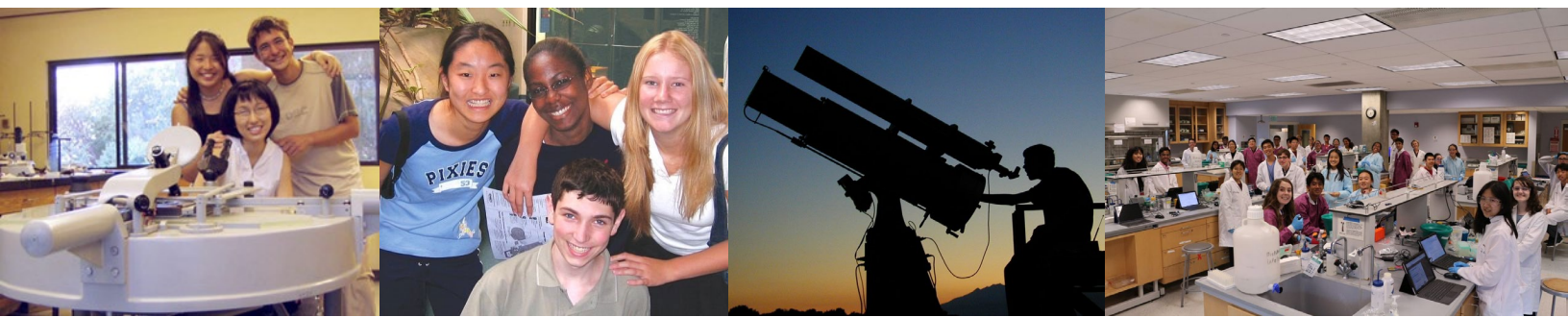
We invite you to learn more at [summerscience.org](https://summerscience.org).

## THE POSITION

The next Chief Executive Officer of the Summer Science Program will have an exciting and rewarding opportunity to help build SSP's next phase of unprecedented growth and impact. The Chief Executive Officer, an energetic, entrepreneurial systems-builder, provides overall vision, leadership, and strategic direction for SSP's national programs and funding initiatives. Reporting to and actively engaging with SSP's Board of Trustees, the Chief Executive Officer, a highly visible leader in the national science education community, will have considerable latitude and discretion in advancing and advocating for the growth and expansion of SSP. A fully remote position, the Chief Executive Officer will advise and inform the Board of Trustees on strategic issues affecting SSP and will work closely with the Board to ensure SSP's vitality, sustainability, and continued success. With the potential of growing SSP's infrastructure, SSP provides a unique career opportunity to shape and leave one's individual imprint on this incredible international educational resource for many years to come.

The Chief Executive Officer will have experience in leading and building strong and effective teams for all areas of SSP's operations, program, finance, fundraising, marketing, and member relations components. At this phase, there is currently a national team of eight remote and part-time staff who support the Chief Executive Officer. SSP's senior management team is comprised of a Chief Academic Officer, Operations Director, and a Member Relations and Development Manager. There will be an expectation to hire additional full- or part-time staff over the next four years, including expanding the organization's resources and benefits for staff. Estimated financials for operations anticipate an ever-increasing operating budget of approximately \$2 million and greater.

The new Chief Executive Officer will start from a highly advantageous position, inheriting a financially diverse and stable budget including an endowment and financial assets of over \$6 million. The Board of Trustees expects the new Chief





Executive Officer to assist them in developing and implementing a strategy for SSP's continued growth with a focus on continuously improving and expanding its education, fundraising, and partnership programs. This strategy will include ever-increasing levels of engagement and collaboration with leading funders, donors, and partners to communicate the value of supporting SSP. The Chief Executive Officer will maintain and establish positive, productive, and long-term relationships with new and existing individual donors, foundations, corporations, and universities. In order to be successful, the next Chief Executive Officer must be a skilled listener, communicator, and relationship builder who can articulate clear and compelling cases for support that ensure the growth and vitality of one of the nation's premier providers of summer science programs for exceptionally motivated teens with untapped potential.

## MAJOR OBJECTIVES

Within the first 12 to 18 months, the Chief Executive Officer will achieve the following major objectives:

- Plan and lead a successful strategy and change management process to build and expand fundraising, programs, and staffing.
- Develop a professionalized operational infrastructure that ensures a well-integrated national team and on-site program faculty.
- Continue to grow and enhance SSP's fundraising and resource base to ensure a financially sustainable foundation.
- Cultivate, solicit, and secure key new funding partnerships with new and existing major donors and sponsors.
- Build positive, meaningful relationships with SSP's Board of Trustees, academic affiliates, alumni, parents, volunteers, donors, sponsors, and other key stakeholders.
- Provide a bold vision and the necessary leadership for continuous high-quality annual programs and for reviewing and securing effective college campus partnerships to ensure the most optimal sites for SSP's summer programs.
- Meet one-on-one with campus managers and faculty to listen to and understand how best SSP can meet their unique resource needs and improve the recruitment of new staff.

## RESPONSIBILITIES

The Chief Executive Officer will have the following primary responsibilities:

### LEADERSHIP AND MANAGEMENT

- Lead, recruit, hire, inspire, and grow SSP's dynamic, talented team of professionals, ensuring a support staff that is diverse in its representation and reflects the SSP community.
- Actively work to maintain an equitable and inclusive workplace and promote a culture of mutual respect, collegiality, and collaboration.
- Ensure ongoing program excellence, rigorous program evaluation, implementation of program enhancement, and consistent quality of finance and administration, fundraising, communications, and systems.



- Regularly evaluate program components to measure successes and communicate them to the board, donors, sponsors, and other constituents.
- Engage and energize SSP faculty, volunteers, trustees, alumni, academic partners, and donors.
- Cultivate and collaborate with organizations and individuals that will enhance and benefit SSP.
- Work in partnership with the Board of Trustees, building stronger governance and effective board involvement with strategic direction for ongoing operations and new programs.

#### FUNDRAISING AND COMMUNICATIONS

- Continue to develop a comprehensive fundraising program to reach SSP members and non-members, high-net worth individual donors, private sector organizations, foundations, and government agencies in order to broaden SSP's financial base.
- Deepen and refine all aspects of external communications with the goal of strengthening SSP's brand and raising SSP's visibility nationally in STEM education.
- Oversee efforts to support future capital and endowment campaigns and strategic funding projects.
- Be an ambassador for SSP to philanthropic, academic, and other communities.

#### STRATEGIC PLANNING AND EXPANSION

- Lead an effective expansion strategy and strategic planning process for program and campus expansion in cooperation with the board.
- Work with the board to ensure that SSP has the resources and processes to be sustainable for decades to come.
- Advise and recommend timelines and resources needed to achieve SSP's strategic goals.
- Build effective partnerships at each new host campus while maintaining existing campus partnerships that remain positive, beneficial, and productive.

### QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- A deep, passionate commitment to SSP's mission, vision, values, programs, and initiatives.
- A minimum of five to seven years of senior-level leadership experience in building successful programs and teams related to either an educational, member-based, or non-profit organization comparable to SSP, including experience with strategic planning, performance management, board relations, fundraising, public relations, and communications.
- Demonstrated ability to bring strategic thinking and leadership in understanding revenue potential and program dynamics to support a cause or mission.



- Visionary, innovative, and strategic leadership with an ability to develop, inspire, mentor, and lead highly committed teams.
- A track record in successful fundraising, particularly success in individual, foundation, and corporate giving, either as a nonprofit executive or as a volunteer leader.
- Successful experience in empowering, building, and maintaining productive relationships with a nonprofit Board of Trustees.
- Strong project management skills with experience in planning and organizing meetings.
- Excellent budgetary and financial forecasting and analytical and management skills, including an ability to manage and interpret MOUs, contracts, and other legal documents.
- Strong interpersonal, listening, and motivational skills with an ability to generate enthusiasm among all major constituents and stakeholders.
- Excellent communication skills with an ability to inspire, including strong written, verbal, and presentation skills.
- A capacity to acquire an understanding of SSP's unique work in immersive science education with ability to translate this work into attractive reasons to give funding support.
- Technologically savvy, and ideally familiar with social media and communication technology.
- Ability to work remotely with a flexible schedule and travel as needed, including evenings and weekends.
- A bachelor's degree from an accredited college or university; an advanced degree would be an advantage, including a STEM educational background.

## APPLICATION

The Summer Science Program has retained Campbell & Company to conduct this search. The team for this project includes Dan Nevez, Vice President, and Kole Farrise, Associate Consultant. The salary range for this position is \$230,000–\$250,000 and includes a generous benefits package. This is a 100% remote opportunity.

To be considered for this opportunity, please send a letter of interest and resume to:

### Kole Farrise

Associate Consultant, Executive Search  
[kole.farrise@campbellcompany.com](mailto:kole.farrise@campbellcompany.com)  
(206) 428-3877 direct

SSP is an equal opportunity employer.



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Equal employment and equal educational opportunity have been and will continue to be fundamental principles at SSP, where employment and enrollment are based upon personal capabilities and qualifications without discrimination because of race, color, religion, sex, sexual orientation, age, national origin, citizenship, or disability. We value a diverse organization and encourage all qualified individuals to apply.