

REPORT TO THE SYNOD OF 2018

FROM: SALEM ACADEMY AND COLLEGE

Mission, Purpose, and Values

Salem Academy traces its history to April 1772, when the Moravian congregation in Salem, North Carolina founded a school for girls in the town. The school flourished under the supervision of Salem's boards and because of the dedication of its teachers, and it was renowned for providing the girls who attended it with a rigorous education that was equal to the one provided to boys and young men of the time. The education that Academy students receive today is grounded in the Moravian tradition of respect for all members of our society, and each student is recognized for her individuality and is appreciated for her unique gifts.

Salem College also traces its roots to the founding of the school for girls and today is ranked by the American Council on Education as the thirteenth oldest college in the United States. It first awarded college degrees in 1890. The Salem College community comprises traditional-age residential students and adult women and men who study either through the Martha H. Flerer Center for Adults or as graduate students pursuing degrees in education and music. Recognized as an outstanding institution that is firmly grounded in the rigorous study of the liberal arts, the College reaffirms the individuality of its students and their potential to make significant contributions to humankind.

The Academy and College are located in the historic district of Old Salem in the city of Winston-Salem, North Carolina. Salem's leaders, administrators, and faculty have upheld the legacy that the school's founders established 246 years ago. Through its honor code, the institution has instilled in its students the importance of integrity and the dignity inherent in all human beings. The Academy and College provide a unique environment where students experience the rewards of rigorous academic work; expand their capacity for creative, analytical, and ethical thought; and prepare for positions of leadership and responsibility in the rapidly changing world of the twenty-first century.

Responsibilities

The institution supports the core mission, our purpose, and our values by:

- providing rigorous academic and co-curricular programming that encourages students' academic, social, physical, and spiritual growth
- providing a supportive campus life
- maintaining institutional financial strength to support the mission of the Academy and College
- maintaining the physical plant
- providing a supportive and appropriate work environment for faculty and staff

Summary of Activities

Some examples of institutional accomplishments since the prior Synod include the following:

The College

- **Enrollment**
 - In fall 2016, traditional student enrollment reached a record 659, the highest traditional student enrollment in history.
- **Enrichment of academic offerings for undergraduate and graduate students**
 - New undergraduate programs include a major in design with concentrations in architectural studies, graphic design, and interior design; minors in actuarial science, professional writing, and visual literature; and language courses in Arabic, Latin, German, and Greek.
 - New graduate programs include a master of music degree in piano or organ pedagogy and performance with an emphasis in injury-preventive keyboard technique and a graduate-level certificate in injury-preventive keyboard technique.
- **Enhancement of diversity initiatives**
 - In fall 2017, the College opened a new Office for Equity, Diversity, Inclusion, and Compliance to provide special programming and support for its richly diverse student body and to help foster an inclusive environment for the entire campus community.
- **Dedication of the new Student Center in spring 2014**
 - Student life on campus has become more vibrant with student organizations making use of meeting spaces, with weekly coffeehouse performances in the new café, and with first-run films shown every weekend in the Huber Theater.
- **Construction of the first residential hall built on the Salem campus since 1965**
 - In 2015 Salem built and dedicated the McHugh Sisters Flats. The building has also been used by community groups, including the Moravian Music Festival, during the summer months.
- **Completion of facility upgrades including:**
 - a new psychology laboratory in the Rondthaler Science Building
 - a suite containing offices, a classroom, and a laboratory for the exercise science program.
- **Acceptance into the USA South Athletic Conference in 2015**
 - The College student-athletes began competitive play in the 2016–17 academic year.

The Academy

- **Successful completion in 2017 of SAIS reaccreditation process**
- **Comprehensive search for new Academy Head of School**
 - The search began in summer 2017 and will be completed in spring 2018.
- **Outstanding student performance on AP examinations**

- 87 percent pass rate on all AP exams in 2016–17 with 38 percent of students achieving highest possible score
- 89 percent scored a three or higher; 37 percent scored a five on AP exams
- **Expanded academic offerings**
 - New courses in AP physics, Mandarin Chinese I and II, Chinese literacy studies, Latin III honors
- **Robotics team (Sisters of the Motherboard)**
 - Participated in *FIRST* Tech Challenge World Championship robotics competition in Houston, Texas last April; placed fifty-eighth out of 128 teams
 - supported two STEAM camps in summer 2016 and summer 2017—one in Winston-Salem and one in Cape Hatteras—for students in grades K through five to learn science; technology; engineering; mathematics; and art skills, and students in grades six through eight learn programming and robotics
- **Completion of facility upgrades**
 - Renovation of dean of students apartment

Academy and College

- **History of Salem Academy and College Committee**
 - The administration created the committee in the spring of 2017 to examine the historical relationship between Salem and the institution of slavery. The membership includes faculty, staff, student, alumnae, and a member of the Board of Trustees. Based on the results of historical research, the following recommendations have been made and approved:
 - revise the new student orientation tradition at the College, beginning in August 2017, to present a broader narrative of Salem’s history
 - update exhibits in Single Sisters Museum and information on the College website as historical research reveals new information
 - this includes the identification of Hanna, the first African-American student given permission in 1785 to attend the girls’ school
 - join the Universities Studying Slavery (USS) consortium
- **Dedicated new tennis center in 2016 for use by both Academy and College student-athletes.**
- **Women of Purpose Campaign**
 - raised \$43.9 million to-date of \$60 million goal
- **Finances**
 - The endowment remains healthy as the bullish market has continued its upward trajectory of the last three years.
 - Careful monitoring of expenses and revenues will ensure that Salem Academy and College remains financially stable for the long term.

Future Directions

It has been my honor to serve as the twentieth president of Salem Academy and College since July 2014, and, as we approach the 250th anniversary of our founding, I am very much looking forward to working with our Board of Trustees, Board of Visitors, alumnae, faculty, administrators, staff, and students to develop a vision for Salem not only for the twenty-first century but for the many generations that will follow us. The work for our next Strategic Plan began last year and was reinvigorated this fall. Our goal is to create a vision and implement a strategy that will ensure that Salem Academy and College remains an academic institution dedicated to the education of girls and women. We must address the needs of today's students, anticipate those of the students of tomorrow, and simultaneously adhere to the remarkable tradition that we have inherited from our Moravian forebears.

Respectfully submitted,

D. E. Lorraine Sterritt
President