



POSITION:

President, Salem Academy and College

OVERVIEW:

Women's voices in health leadership have never been more needed in our society - a need greatly magnified by the COVID-19 crisis impacting our world. Salem Academy and College seeks an innovative, strategic, bold, and transformative leader who, in conjunction with the Board of Trustees, will lead Salem in our third century of educating girls and women to be global leaders. Salem's size means that teaching, learning, and leadership development can be individualized, innovative, and nimble. We seek a President who shares these qualities and is passionate about positioning Salem for strength and impact as a global leader in education for girls and women. For more detailed information on Salem's new health leadership focus, please [click here](#).

INSTITUTION:

History: Salem Academy and College (Salem) began as a school for young girls in 1772 in the Moravian town of Salem, which had been established just six years earlier by Moravian missionaries. It is the oldest school for both girls and women in the United States. Although no longer a part of the Moravian Church, the history of the school has been an integral part of the town of Salem. Remarkably, the school's doors have always remained open, even during the Revolutionary War and the Civil War.

Today the Academy and College share a 64-acre campus at its original location in the heart of Old Salem, part of the city of Winston-Salem. During its long history, the institution has developed into Salem Academy, a college preparatory school for girls in grades 9 through 12; Salem College, a liberal arts school for women; and the Fler Center for Adult Education, as well as a graduate program, open to men and women.

For more detailed information about the history of Salem Academy and College, [click here](#).

Salem College Facts:

- Salem College is a private, residential, four-year liberal arts college offering four undergraduate degrees: B.A., B.S., B.M., and B.S.B.A.; three graduate degrees: M.A.T., Master of Music, & M.Ed.; and four certificate programs.
- Total enrollment of approximately 670 - 700 includes traditional college students (all women); adults enrolled in graduate degree programs; and women and men, ages 23 and older, enrolled through the Fler Center for Adult Education.
- Women comprise over 70% of the professors, 90% of the faculty have a PhD or terminal degree, the student to faculty ratio is 11:1, and the student body is racially and ethnically diverse.

- Salem competes in NCAA Division III as a member of the USA South Athletic Conference and sponsors seven intercollegiate varsity and club level sports.

Salem Academy Facts:

- Salem Academy offers approximately 100 high school girls with high aspirations a rigorous college preparatory education in a family atmosphere. Approximately 55% are boarding students and students come from seven countries (approximately 22% international students).
- In the fall of 2020, Academy students, staff, and faculty will move across campus, near the Academy's original 1772 location while the current Academy building is closed to reimagine its future. Students will live, on a transitional basis, in a dormitory on the original campus.
- The Academy has a student to faculty ratio of 7:1, and 88% of the Academy teachers hold graduate degrees. The student body is racially and ethnically diverse.
- Academy graduates go on to attend prestigious colleges and universities, with a 100% college acceptance rate and \$6.5 million in scholarships awarded to seniors in 2020.

Salem Academy and College Today and in the Future: In 2018, the Board of Trustees launched an accelerated strategic planning process to chart a distinct and new focus for the institution as a whole - both the Academy and College. While the Academy planning is ongoing, the Board adopted a new strategic model for the College based on a centralized curriculum and problem-based learning. This model is built on continuing to serve traditional aged women on the Salem campus in a four-year experience, but with a single-focused curriculum and a unifying pedagogy. Salem will remain a liberal arts college, just one with a pivot to a greater focus. In May 2020, Salem announced its new focus will be on **health leadership** with the implementation of programs to begin in the 2021-22 academic year. For more detailed information on Salem Academy and College's strategic planning process and outcomes, please [click here](#).

The health leadership focus, as explained in the April 2020 Board resolution: *“Health Leadership programs at Salem College will develop women who profoundly improve the health trajectory of our world. Salem College health leaders will modernize laws and policies, revolutionize research, and practice and transform clinical care in ways that improve health for everyone. Our women will not rest until gender equality, and health equity is the norm, not the exception. At Salem College, better health and everyday wellness is the lens through which women will learn, and the lens through which health policy, health law, bioethics, health advocacy, pre-medicine, health administration, epidemiology, and other health-related fields will foster innovation and an entrepreneurial spirit in an ecosystem approach to learning. Every Salem graduate will be ready to lead change by drawing on a comprehensive, fully integrated program of academics, intentional leadership development, international engagement, experiential learning, and life-long friendships with fellow women leaders who share a passion to create a healthier world.”* For more detailed information on Salem's new health leadership focus, please [click here](#).

The President will lead Salem in our third century of educating girls and women who are compassionate, creative, and innovative thinkers who lead change with integrity and are prepared with the knowledge, skills, and experience to effect change. In June 2018, the Board adopted the following three *strategic directions* to guide the institution into its 250th anniversary and beyond:

Experiential Learning: *With an eye toward future success, Salem incorporates experiential learning into the Academy and the College academic programs. Students engage in real-world experiences, developing skills in critical thinking, problem solving, and decision-making.*

Student Success: *Salem will foster the full educational experience for our diverse student body. Students will be challenged, engaged, and energized across all campus programs with support from faculty, staff, and alumnae.*

Resource Development: *Salem places excellence and innovation at the forefront to support long-term aspirations. A transparent financial model informs the allocation of resources and strengthens administrative structures to support student success.*

However, in this period of great change, Salem will hold true to its *core values*:

Community: *Salem fosters a community that makes each of its members better and that collectively has the power to do astonishing work.*

Inclusion: *We are committed to creating and maintaining an ethos where differing perspectives are sought and valued and where no voice is marginalized.*

Integrity: *Guided by the Honor Code, each student commits to the pursuit of excellence and to responsibility to herself, the community, and the world.*

Innovation: *As innovators in women's education, Salem unleashes students' inherent capacity for innovation in engaging and consequential ways.*

Courage: *Inspired by the courage of our founders, students pursue their passions fearlessly and are equipped to meet 21st century challenges.*

Respect: *With respect for the incalculable dignity of every individual, we express ourselves with candor, we listen to each other, and we enjoy each other.*

With the College's new focus on health leadership, and an emerging strategy for the Academy, Salem is poised to raise significant resources to realize this vision for the future. This bold vision has been developed after overcoming challenges in our recent past. In June 2018, the Southern Association of Colleges and Schools Commission on Colleges

(SACSCOC) placed Salem on probation due to financial reasons, however, the College remained accredited. Salem presented SACSCOC with a plan for maintaining fiscal stability and launched the Step Up for Salem campaign, which raised approximately \$14 million. Salem's probation was lifted in December 2019. As of the June 2019 audited financial statements, debt has been substantially reduced, and Salem Academy and College has a combined endowment of approximately \$60 million.

For additional information, please visit the Salem College website at www.salem.edu and the Salem Academy website at www.salemacademy.com.

POSITION OVERVIEW AND RESPONSIBILITIES:

The President of Salem Academy and College is appointed by, and reports directly to, the Board of Trustees. The President serves as the Chief Executive Officer of both the Academy and College with responsibility for ensuring the success of the institution as a whole. The President will be expected to lead transformational change at Salem, both strategically and operationally, that encompasses academic focus and integrity, enrollment management, fiscal stability and viability, fundraising efforts, personnel/talent development, and physical plant management. The President will work closely with the Board of Trustees in developing, communicating, and executing a strategy consistent with the overall vision and values of Salem. The President will also be an active champion and representative of Salem, both on and off campus.

The President will be assisted and supported in this work by a team of cabinet members which includes: Vice President for Academic and Student Affairs and Dean of the College, Vice President for Finance and Administration/CFO, Vice President for Institutional Advancement, and Salem Academy Head of School.

Specific responsibilities for the President include, but are not necessarily limited to:

- Lead the charge as Salem shifts to the health leadership focus.
- Provide leadership, including recruiting, retaining, managing, motivating, and evaluating a talented professional administrative/executive staff who provides leadership to all functional disciplines within the Academy and the College.
- Provide strategic, financial, and operational business leadership and management to meet financial and enrollment objectives and maximize/steward the effective and efficient use of facilities, acquisitions, and resources in general.
- Provide leadership, along with the VP for Academic and Student Affairs and Dean of the College and the Academy Head of School, in recruiting, retaining, and motivating a talented faculty in an environment characterized by a health leadership focus, Salem's strategic directions, personalized attention to students, and a commitment to academic excellence.
- Actively participate in fundraising/development activities, including corporate and healthcare partnerships and grant opportunities, to foster financial stability and growth to the endowment.

- Develop and execute a plan to ensure the Academy's and the College's technology capabilities are sufficient to promote efficiency, effectiveness, and competitiveness for the current, and future, healthcare, and health leadership environments.
- Seek appropriate opportunities to promote and market the Academy and the College in the community, the region, and nationally. Given the health leadership focus, it is expected that there will be significant opportunities to speak about, market, and promote the Salem brand with a variety of audiences.
- Represent the Academy and the College to alumnae, media, the academic community, and other institutions of higher education.
- Serve as the primary advocate with local, state, and federal government officials and representatives regarding issues affecting the Academy and College.
- Maintain regular and consistent contact with alumnae, faculty, staff, and the student body to facilitate open and transparent communication.
- Maintain and nurture the positive relationship between Salem Academy and College and the community, including the Moravian Church and Old Salem Museum and Gardens.
- Seek professional development opportunities and encourage others to take advantage of these same types of opportunities.

PREFERRED QUALIFICATIONS:

The President of Salem Academy and College must be:

- A passionate advocate for girls and women.
- A champion and respected voice for Salem's vision for the future: a health leadership focus within an academically excellent, student-centered, women's liberal arts and professional education.
- A proven leader and action-oriented manager with the ability to think innovatively, pivot nimbly, and explore new creative ideas and strategies while considering the needs of multiple constituencies in an almost 250-year-old institution; able to effectively lead a team to implement Salem's new strategy.
- Committed to equity, diversity, and inclusion.
- Able to provide academic leadership, along with the Vice President for Academic and Student Affairs and Dean of the College and Academy Head of School.
- A compelling communicator who is accessible, credible, energetic, enthusiastic, and eager to use these attributes for financial and partnership development to provide stability for the institution while fostering growth to the endowment; someone who can lift up and bring together our Salem community and tell and sell Salem's story to new audiences.
- Demonstratively successful in funding substantial projects through partnerships and grants.
- Financially astute with the ability to provide strategic, financial, and operational leadership and oversight in budgeting, financial management, and administration to maximize the effective and efficient acquisition and use of resources.
- Trustworthy with integrity and character that are above reproach.

- Appropriately academically credentialed with preference for a terminal degree; success in a senior leadership position in business or a professional career, especially in a health leadership profession, will be strongly considered.

COMPENSATION:

Compensation commensurate with experience, including a competitive base salary, benefits, housing, and relocation assistance.

To make a nomination, request additional information, or to apply for this position (by submitting a cover letter and vita), please use the email address below and we will contact you appropriately.

Presidential.search@salem.edu

For general information about the Salem Academy and College Presidential Search, please [click here](#).

Salem Academy and College is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, national origin, age, religion, disability status, sex, sexual orientation, gender identity, veteran status, pregnancy, or any other characteristic protected by law.