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What sets Spelman Apart?

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Spelman College’s Strategic Plan for 2015 is our manifesto of belief in the power of a Spelman education and commitment as a community to uphold it. This community encompasses Spelman students, faculty, staff, administrators, alumnae, trustees, and community partners—people united by their passion and purpose.

Our agenda is to strengthen the academic core of the institution. Each constituency will participate by taking specific actions that we call GOALS. They include integrating and globalizing learning, teaching creatively and rigorously, leading from our authentic core, living sustainably, improving ourselves continuously, and collaborating to better our city’s quality of life. These ambitious GOALS and others build on our accomplishments as the premier historically Black college for women and one of the finest institutions for undergraduate education nationwide.

Most critically, our GOALS anchor the Spelman MILE, our four-year liberal education curriculum known as My Integrated Learning Experience. This signature curriculum expresses our overriding priority to enhance academic excellence: the creation of a more empowering student experience. The attainment of our GOALS by all constituencies will realize our other guiding priorities: re-envisioning the College’s mission in the context of the new millennium, and creating a more effective synergy among teaching, research, and service.

These GOALS also have inspired the priorities for The Campaign for Spelman College: to attract and retain exceptional students; to internationalize every undergraduate’s education; to foster leadership, student by student; to expand undergraduate research and career-related internships; to strengthen our alumnae-student connections; and to expand our service learning curriculum campus-wide.

The results we work toward will form our blueprint for leadership as citizens of Spelman, greater metropolitan Atlanta, our nation, and the world. By fulfilling this Strategic Plan, we can build our capacity—individually and collectively—for success.
The Spelman MILE—My Integrated Learning Experience forms the foundation of our Strategic Plan for 2015. Symbolizing a transformational journey of learning, the Spelman MILE will ensure key competencies—such as critical thinking, effective communication, quantitative reasoning, and digital literacy—that Millennial students need for personal success. This individualized curriculum will also prepare each young woman to use her talents, knowledge, and skills to make the wisest choices to change the world.

The Spelman MILE delivers a more holistic education by integrating a rigorous curriculum with both applied and service learning, teamwork and leadership development, and diversity and global learning. By closely coordinating academic initiatives and student activities, the College will create a cohesive framework for essential experiences that benefit every student.

Today’s student requires an intellectual foundation that combines firsthand knowledge of other cultures and the ability to connect local issues with national and global concerns. Through hands-on research and professional experience, she learns to navigate the workplace confidently. Alumnae mentors, who serve as compelling role models, also provide professional resources and a worldwide network. And the practice of leading and serving her peers and communities positions her to do so authentically and ethically, in the tradition of our sisterhood.

Steeped in an environment of inquiry, reflection, and experimentation, she will benchmark her progress through regular self-assessment. The SpEL.Folio, a personal e-portfolio, establishes milestones across all four years. The College deeply values this kind of assessment, and the process will support each student’s development into a Free Thinking Spelman woman who graduates ready to lead the way.

- Global engagement, including at least one meaningful international travel experience
- Opportunities for undergraduate research and career-related internships
- Alumnae connections to strengthen our sisterly bonds early on
- Leadership development focused on individual potential and best practices
- Service learning that pairs hands-on community engagement with coursework
Day in and day out, Spelman faculty have a significant impact on our mission to educate our students to lead and serve their communities and the world. As primary guides for students, our professors need opportunities that enable them to nurture thoughtful, skilled, and responsible leaders who are able to communicate in and navigate through changing geopolitical realities.

Spelman’s iconic representative is the Millennial professor. To this end, we are strengthening our Faculty Development Program to be comprehensive—recruiting and retaining talented individuals who pursue creative, rigorous scholarship and course development within their disciplines and in multidisciplinary ventures. These professors will also lead the way in internationalizing the curriculum. Spelman’s Center for Teaching and Learning will serve as a catalyst for this kind of innovative scholarship, for tailoring it to our young women of color, and for promoting synergies among teaching, research, and service. Additionally, it will enhance our professors’ development, particularly in digital pedagogy, and assist their integration of leading-edge technology into instruction and research.

Our Millennial professors will also connect students with opportunities for applied research and career-related internships. A College-wide program, this initiative will establish shared learning outcomes across all majors and departments as well as specific outcomes tied to departments, majors, and minors. Moreover, they will help students integrate this hands-on experience with coursework and practical skills via a more comprehensive model of advising. The transformative experience for faculty also extends to participation in shared governance, such as the institution of self- and peer-evaluation systems on teaching effectiveness and expanding peer recognition of excellence in teaching. Our faculty GOALS are:

- **Global engagement**, from initiatives to internationalize the curriculum to participation in conferences worldwide
- **Ongoing professional development**—intellectual, pedagogical, and technological
- **Advising students** to prepare not only for careers but for lives of success, leadership, and service
- **Leadership through participation** in shared governance
- **Service learning** integrated across the curriculum
Spelman’s staff and administrators—the backbone of daily operations at the College—also play key roles in realizing our Strategic Plan priorities.

To enhance the experience of community for all constituents, they will lead our efforts to create a more environmentally sustainable campus. Our goal is to establish Spelman as a model academic institution in this regard, and our leadership will affect lives and effect positive social change.

Spelman has always prided itself on extending a warm welcome. Working together to foster consistently excellent service, our staff and administrators will infuse every visitor’s experience with a spirit of hospitality that comes from our heart and soul. Because the optimal campus experience also depends on seamless efficiency across all campus operations, staff and administrators will also implement best practices in the use of technology, resource management, and strategic partnerships.

To reinforce our commitment to continuous quality improvement, Spelman will invest in the ongoing development of staff and administrators. An in-house professional training program will ensure the retention of talented staff and their professional advancement, and will raise their leadership profile among historically Black colleges and universities and leading liberal arts colleges. Our staff/administrators GOALS are:

- **Global perspective**, by working to achieve a “greener” Spelman
- **Operational excellence**, which will create an optimal experience for all campus visitors
- **Accountability** evident in greater cross-institutional cooperation, improved efficiency, and consistently excellent service
- **Leadership opportunities**, including professional development and training, for continued growth and development
- **Service and community engagement beyond our gates**
What sets Spelman Apart?

Authentic and ethical leadership that inspires people to work collaboratively, to imagine new solutions and to implement constructive change.
Our alumnae exemplify the breadth and depth of Spelman’s impact beyond its campus, and we strive to strengthen the loop of dialogue and influence back to our students. Our alumnae share that vision, telling us they would like to be engaged by mentoring students. Beginning with a pilot group of Spelman alumnae attorneys, innovative programming will soon enhance our students’ connections with our graduates—a relationship we intend to take worldwide.

Additionally, to give our 16,000 alumnae more flexibility to interact with each other, the College is launching a new online community. Perhaps most exciting of all, lifelong learning opportunities, through the Office of Alumnae Affairs and the partnership that the College continues to develop with the National Alumnae Association of Spelman College, will help our outstanding graduates refine their leadership abilities.

We anticipate that these initiatives will also reinforce a pervasive spirit of giving back. Our Reunion Classes have long set a high standard for supporting the College; more recently, a groundswell of generosity has established a new tradition, with 31% of our graduates contributing annually. Our goal is to raise the participation rate to 50%, a level achieved by just a handful of institutions nationwide. We invite our alumnae to get involved with our students and each other, and to take a leadership role in fulfilling Spelman’s mission. Our alumnae GOALS are:

- Global engagement through innovative programming
- Ongoing support for Spelman
- Alumnae connections with students
- Leadership development and lifelong learning opportunities
- Support of service and community engagement opportunities for alumnae
Spelman looks to our Board of Trustees to support the College’s vision and raise the resources needed to achieve our goals.

Their collective wisdom, connections, and dedication are essential to the able governance that will shepherd our College to success.

As we launch The Campaign for Spelman College, our trustees will develop their own skills as they develop our key assets. Funding for academic initiatives, such as support for student, faculty, and institutional leadership, is paramount. Our trustees will also play a leadership role in developing such assets as the Spelman Museum of Fine Arts and the Women’s Research & Resource Center.

Another distinguishing asset is our tradition of service. We want to embed this deeply personal, rewarding learning opportunity into the fabric of everyday life for every Spelman constituency. By raising the necessary financial resources, our trustees will make our vision of a community-wide service culture a reality. Our trustee GOALS are:

- Governance, not management
- Opportunities for skill development
- Asset development
- Leadership in a comprehensive campaign
- Support of service and community engagement campus-wide
“We are caught in an inescapable network of mutuality, tied in a single garment of destiny.”
– Dr. Martin Luther King, Jr.

Spelman’s historic, 32-acre campus adjoins both a vibrant scholarly community and neighborhoods that lack the resources to live up to their innate potential. Because Spelman understands that the institution and community must grow together, the College is committing its considerable human and intellectual resources to the development of a “greener,” more livable, and secure environment.

Strategic partnerships will enable us to carry out our vision of a city that, like a Free Thinking woman, exemplifies continued intellectual growth, leadership, service, and success. To generate environmental action with our neighbors, Spelman will work with local businesses and organizations to make life here healthier and more sustainable. By partnering with land and economic developers, planners and environmentalists, we intend to strengthen the community core and revitalize our surrounding neighborhoods. To nurture the abilities of local residents, we plan to work with area businesses and organizations to create skill-building programs and developmental initiatives. With community leaders, we will provide leadership for implementing positive economic and social change. Most fundamentally, we affirm our ongoing collaboration as part of the Atlanta University Center Consortium with the Atlanta Police Department, and local residents to maintain a safe, secure environment. Our community partners’ GOALS are:

• **Global perspective expressed through sustainability initiatives developed with Spelman**
• **Outreach through community service, which aims to revitalize Atlanta communities**
• **Anchoring our College in the community by enhancing the skills of those we serve**
• **Leadership development to implement our shared vision for the surrounding neighborhoods and raise the resources that vision requires**
• **Safety and security of our community through civic partnerships and alliances with local leaders**
Every student fulfills a community service requirement, beginning in her first year. Our 80 Bonner Scholars lead the way, with at least 140 hours each semester and two summers of service-related internships.
Spelman's Mission

Spelman College, a historically Black college and global leader in the education of women of African descent, is dedicated to academic excellence in the liberal arts and sciences, and the intellectual, creative, ethical and leadership development of its students. Spelman empowers the whole person to engage the many cultures of the world and inspires a commitment to positive social change.