



December 18, 2017

Dr. Wendy Acker
Interim Dean, School of Business
Avila University
11901 Wornall Road
Kansas City, MO 64145

Dear Dr. Acker:

The IACBE Board of Commissioners met on December 5-7, 2017 to consider your request for the accreditation of the business programs offered by the School of Business at Avila University. I am pleased to report that the Board of Commissioners approved your request and granted accreditation to your business programs accompanied by the notes and observations identified below.

Notes

Notes represent areas in which the School of Business is not in full compliance with the IACBE's Accreditation Principles. The department is required to take action on the notes as specified by the IACBE Board of Commissioners, and until the issues identified in the notes have been satisfactorily addressed, the progress made in complying with the commissioners' requirements as stipulated in the notes must be reported each year to the IACBE. Each of the items requested below must be submitted to the IACBE by June 30, 2018 unless otherwise indicated within this letter. The reporting form for note compliance can be found on our website at: www.iacbe.org/reports-note-compliance.asp.

Principle 1.1: Outcomes Assessment

Please provide a revised outcomes assessment plan that includes the following:

1. Describe how intended student learning outcome #3 in the Bachelor of Science program, "demonstrate(s) interpersonal skills in team activities," maps to key learning outcome #6 which deals with written communication.
2. Ensure that the outcomes assessment plan substantially encompasses the key learning outcomes for both the bachelor and masters-level programs.

3. Revise intended student learning outcome #4 for both the Bachelor and Masters-level programs to utilize an actionable verb rather than the verb “understand”.
4. Review and revise the mapping of the intended student learning outcomes to the Business Strategy Game as it does not measure all the outcomes. For example, since it is an individual project, how does it measure team work? In addition, review and revise the rubric used for this measure to ensure that it measures the outcomes that it is mapped to.
5. Ensure that all intended student learning outcomes are measured at least once by a direct measure and a second time by either a direct or an indirect measure. For example, there is only one measure for outcomes #2 & 3 in the Bachelor of Science program and outcome #2 is only measured by one direct measure in the MBA program.
6. Review and revise the mapping of the ETS Field Exam so that it is mapped to the individual outcomes that it is intended to measure rather than to the overall score on the exam. Indicate the subset of exam questions associated with each outcome that is being measured.
7. Review and revise the mapping of the CAPSIM Simulation Game so that it is mapped to the individual outcomes that it is intended to measure rather than to the overall score on the exam. Indicate the parts of the game associated with each outcome that is being measured. As an alternative, a rubric for the Simulation Game can be created using the intended student learning outcomes which would not necessitate further mapping. You must also provide the performance criteria and target(s).
8. Explain how the CAPSIM Simulation Game measures outcome #2.

In order to assist the School of Business with the revisions to the outcomes assessment plan, the Board of Commissioners is requiring a mentor visit to be conducted by IACBE staff prior to June 30, 2018 with the revised plan due by June 30, 2018.

Principle 4.1: Faculty Qualifications

Provide a credentials justification for Jon Weimer and for Donald Miller by March 30, 2018.

Observations

Observations are suggestions for further quality enhancements that the Board of Commissioners believes would be helpful to the School of Business in achieving excellence in business education, but are not required for compliance with the IACBE’s Accreditation Principles. Action on observations is optional, and reporting is not required.

Principle 3.2: Common Professional Component

The Board of Commissioners encourages the School of Business to review the coverage of operations management, human resource management, and the integration of the business content areas to ensure that the coverage is appropriate for the program intended student learning outcomes and to ensure a high-quality business education for students.

Principle 3.5: Curriculum Review and Improvement

The Board of Commissioners recommends that the School of Business develop a systemized way to collect input from alumni, the business community, and other external groups that are involved in the periodic review of business programs and curricula and to document how the input is used for curriculum review and improvement process.

Principle 4.5: Faculty Development

The Board of Commissioners recommends that the School of Business work to have funds earmarked for individual faculty professional development.

Accreditation represents a continuing relationship between an institution and its accrediting organization. Specialized program accreditation by the IACBE is dependent upon your institution remaining (i) in good standing with your institutional accrediting body and (ii) in compliance with the IACBE's Accreditation Principles and policies. Your accreditation is valid for a maximum of seven years, through December 2024.

All accredited members of the IACBE are required to submit an Interim Quality Assurance Report (IQAR) during their period of accreditation. The IQAR for the School of Business at Avila University will be due by November 30, 2021. For more information about the new reporting process, please contact IACBE headquarters.

The link to your IACBE Member Status page, which contains a listing of your accredited programs, must be provided on the School of Business home page. You may also use the following notice pertaining to your accreditation status with the IACBE for other official publications.

The School of Business at Avila University has received accreditation for its business programs through the International Accreditation Council for Business Education (IACBE) located at 11374 Strang Line Road in Lenexa, Kansas, USA. The business programs in the following degrees at the listed locations are accredited by the IACBE:

Business Program	Location	Academic Business Unit
• Master of Business Administration with concentrations in:		
○ Accounting	Home campus	School of Business
○ Finance	Home campus	School of Business
○ Health Care Administration	Home campus	School of Business
○ International Business	Home campus	School of Business
○ Management	Home campus	School of Business
○ Management Information Systems		
○ Marketing	Home campus	School of Business

• Bachelor of Science in Accounting	Home campus	School of Business
• Bachelor of Science in Business Administration with majors in:		
○ Accounting	Home campus	School of Business
○ Business Administration	Home campus	School of Business
○ Finance	Home campus	School of Business
○ International Business	Home campus	School of Business
○ Management	Home campus	School of Business
○ Marketing	Home campus	School of Business

The School of Business at Avila University will be publicly recognized for achieving accreditation at the 2018 IACBE Annual Conference and Assembly Meeting on April 17-20, 2018 in New Orleans, Louisiana, USA. We very much look forward to seeing you there.

We encourage the business faculty in the School of Business to be actively involved in the IACBE's professional development programs and activities, including participation in the IACBE's Annual Conference and Assembly Meetings, regional conferences, and workshops, and serving as site-visit team peer reviewers.

Should you have any questions or if I can be of assistance to you, please contact me through the IACBE's headquarters office.

Sincerely,



Dr. Laurie Yates, Chair
Board of Commissioners

cc: Dr. Richard Woodall