



July 31, 2017

Mr. Yunn Kang
Dean, School of Business
Cairn University
200 Manor Avenue
Langhorne, PA 19047

Dear Mr. Kang:

The IACBE Board of Commissioners met on July 18-20, 2017, to consider your request for the accreditation of the business programs offered by the School of Business at Cairn 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, observation, and commendations identified below.

Notes

Notes represent areas in which the School of Business is not in full compliance with the IACBE's Accreditation Principles. The school 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 October 1, 2017. 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. Revise accounting intended student learning outcomes #1 and #3 to include actionable and measurable outcomes (e.g. describe, explain, identify instead of understand).
2. Include the rubric for the tax project and ensure that it is mapped to specific intended student learning outcomes.

3. Revise the Master of Business Administration intended student learning outcomes #2, #3, and #5 to include actionable and measurable outcomes (e.g. evaluate, apply rather than understand).
4. Revise the rubric that is intended to measure teamwork in the Master of Science in Organizational Leadership.
5. Documents indicate that intended student learning outcomes #3 and #4 are measuring the team outcome, but items for teamwork are not included in the rubric.
6. Revise the rubric for the graduate capstone project to include mapping to specific intended student learning outcomes.
7. Report the results of the operational assessment measures to the IACBE.

Principle 4.1: Faculty Qualifications

C. Bergvall's faculty qualifications do not meet the minimum standards for teaching accounting in a master's-level program. Faculty who teach at the master's-level should hold a minimum of a master's degree in a discipline related to the area of teaching. The School of Business should either work with C. Bergval to develop a plan and timeline for completion of a master's degree or seek qualified faculty.

Please submit the plan and timeline for C. Bergval to complete a master's degree or the plan to seek a faculty member who is qualified to teach in the master's-level program.

Review and revise Tables 4, 5, and 6 to identify C. Bergval as "Other" for the level of qualification.

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 1.1: Outcomes Assessment

While the Master of Science in Nonprofit Leadership was not included for accreditation, it was included for review in the self-study. The Board of Commissioners recommends that the School of Business review and revise the intended student learning outcomes to ensure that each outcome is actionable and measurable.

Commendations

Commendations are findings of the Board of Commissioners in those areas in which the board believes that the School of Business is demonstrating excellent performance.

- The Board of Commissioners commends the university for the Masland Library which has excellent support and innovative options to encourage student use, such as online and on-site catalogs and a

mapping option. The availability of reference librarians to support undergraduate and graduate research is also to be commended.

- The Board of Commissioners commends the School of Business on the level of support and encouragement for innovation in student learning. This is strongly shown through programs such as Enactus, internship opportunities, and classroom initiatives such as using VoiceThread. Students expressed great appreciation for the opportunities that faculty have provided.

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 six years, through July 2023.

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 Cairn University will be due by November 1, 2020. For more information about the new reporting process, please contact IACBE headquarters.

The following notice pertaining to your accreditation status with the IACBE must be used in your official publications, including your institutional website:

The School of Business at Cairn University has received specialized 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(s)	Academic Business Unit
• Master of Business Administration	Langhorne campus	School of Business
• Master of Science in Organizational Leadership	Langhorne campus	School of Business
• Bachelor of Science in Business Administration	Langhorne campus	School of Business
• Bachelor of Science in Business Administration, Accounting Program	Langhorne campus	School of Business

The School of Business at Cairn 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,

A handwritten signature in cursive script, appearing to read "Laurie Yates".

Dr. Laurie Yates, Chair
Board of Commissioners