



International Assembly for Collegiate Business Education

July 19, 2016

Mr. George Wright, Dean
School of Business Administration
Concordia University Irvine
1530 Concordia West
Irvine, CA 92612

Dear Mr. Wright:

The IACBE Board of Commissioners met on July 12-13, 2016 to consider your request for the accreditation of the business programs and for the special accreditation of the accounting program offered by the School of Business Administration at Concordia University Irvine. I am pleased to report that the Board of Commissioners approved both requests and granted accreditation to your business programs and special accreditation to your accounting program accompanied by the notes, observations, and commendations identified below. Please note that the notes, observations, and commendations are divided into two sections, one for the business accreditation and one for the accounting accreditation.

BUSINESS ACCREDITATION

Notes

Notes represent areas in which the School of Business Administration is not in full compliance with the IACBE's Accreditation Principles. The School of Business Administration 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. Unless otherwise indicated herein, the school has three years to address the issues identified in the notes. The annual 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 continue to use your newly-revised assessment tools to gather results, analyze data, and implement changes and improvements where appropriate. Utilizing the newly-revised tools, please submit one complete set of assessment results by November 1, 2017.

Observations

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

Principle 6.1: Financial Resources

The Board of Commissioners encourages the School of Business Administration to continue to work with university administration to review the school's budget allocations relative to the percentage of institutional credit hours taught by the school. As the business programs grow, it is important to ensure that adequate resources are allocated to the school for the purpose of sustaining an effective teaching and learning environment.

Commendations

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

- The Board of Commissioners commends the School of Business Administration for its excellent work in engaging advisory board members in the activities of the school and in selecting highly-committed and involved advisory board members.

ACCOUNTING ACCREDITATION

Notes

Notes represent areas in which the School of Business Administration is not in full compliance with the IACBE's Accreditation Principles. The School of Business Administration 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. Unless otherwise indicated herein, the school has three years to address the issues identified in the notes. The annual reporting form for note compliance can be found on our website at: www.iacbe.org/reports-note-compliance.asp.

Principle A1.1: Commitment to Integrity, Responsibility, and Ethical Behavior

Please provide specific examples of the ways in which the School of Business Administration demonstrates a commitment to ethical and responsible interactions with its external stakeholders, including prospective students and their families; alumni; employers; accreditation agencies;

organizations that supply funding; governmental oversight bodies; and other members of the public who may have an interest in the School of Business Administration.

Principle A3.1: Strategic Planning

Please review and revise your response to item 5 to ensure that you explain the ways in which the mission, goals, and strategies of the School of Business Administration direct its efforts at innovation and creativity in accounting education. For example, a goal to explore and implement innovative ways to teach a particular accounting course supported by faculty release time would be one way to direct the efforts of the accounting unit towards innovation and creativity in accounting education.

Principle A4-3: Accounting Program Development and Design

Please add a mapping of the Foundational Accounting Core Competency Dimensions of the Pathways Commission on Accounting Higher Education to Table A4-3: Mapping of Curriculum to Intended Student Learning Outcomes. A revised table of the Foundational Accounting Core Competency Dimensions is provided at the end of this letter. Please note that the detailed codes have been eliminated from the original document contained in Appendix A of the draft accounting Self-Study Manual.

Principle A4-2: Curricula of Undergraduate-Level Accounting Programs

Please review and revise Table A4-4: Summary of Accounting Technical Knowledge (ATK) Coverage in Undergraduate-Level Programs, Table A4-4.SIR: Summary of Accounting Technical Knowledge (ATK) Coverage in Undergraduate-Level Programs-Specialized Industry Requirements, and Table A4-4.STA: Summary of Accounting Technical Knowledge (ATK) Coverage in Undergraduate-Level Programs-Special Topics in Accounting as needed to ensure that you have identified and mapped the topics covered in each course included in the program. If an ATK area is not covered by a course, please indicate N/A in the respective cell.

Commendations

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

- The Board of Commissioners commends Concordia University Irvine and the School of Business Administration for being the first IACBE member school to complete and submit an accounting accreditation self-study.

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 July 2023.

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

Concordia University Irvine has received accreditation for its business programs through the International Assembly for Collegiate Business Education (IACBE) located at 11374 Strang Line Road in Lenexa, Kansas, USA. The business programs in the following degrees are accredited by the IACBE:

- *Master of Business Administration*
- *Bachelor of Business Administration with emphases in:*
 - *Accounting*
 - *Finance*
 - *International Business*
 - *Management*
 - *Marketing*
 - *Sports Management*
- *Bachelor of Economics*

In addition, Concordia University Irvine has received special accounting accreditation for its accounting program through the IACBE. The accounting program in the following degree is accredited by the IACBE:

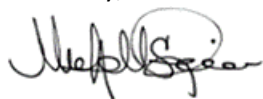
- *Bachelor of Business Administration with an emphasis in:*
 - *Accounting*

Concordia University Irvine will be publicly recognized for achieving accreditation at the 2017 IACBE Annual Conference and Assembly Meeting on April 18-21, 2017 in San Francisco, California, USA. We very much look forward to seeing you there.

We encourage the business faculty at Concordia University Irvine 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. Michelle Reiss, Chair
Board of Commissioners