



April 21, 2014

Dr. Thomas Botzman, President
Misericordia University
301 Lake Street
Dallas, PA 18612

Dear Dr. Botzman:

The IACBE Board of Commissioners met on April 7-8, 2014 to consider the request for accreditation of the business programs offered by the Department of Business at Misericordia University. I am pleased to report that the Board of Commissioners approved the request and granted accreditation to the business programs subject to the notes and observations identified below.

Notes

Notes represent areas in which the institution is not in full compliance with the IACBE's Accreditation Principles. The Department of Business is required to take action on the notes as specified by the IACBE Board of Commissioners, and until the deficiencies identified in the notes have been eliminated, the progress made in ameliorating the deficiencies must be addressed each year in the annual report to the IACBE. Unless otherwise indicated herein, the institution has three years to eliminate the deficiencies identified in the notes.

Principle 1.1: Outcomes Assessment – Degree of Compliance: Substantially Compliant

Based on the outcomes assessment plan submitted with the department's self-study, it appears that overall grades/percentage scores for the following direct assessment tools are still being used as direct measures of student learning: End-of-Program Internship, Comprehensive Undergraduate Examination, Final Project/Paper (OM), Comprehensive Graduate Examination, and Final Project/Paper (MBA). While the identified assessment tools are appropriate measures, the performance targets/criteria for the tools will need to be expressed in terms of (i) evaluation rubrics for the internships and final projects/papers that contain evaluation criteria that are directly tied back or mapped to the intended student learning outcomes in the programs and (ii) sub-scores on the comprehensive examinations that relate to the specific intended student learning outcomes in the programs, i.e., to outcome-specific questions/items on the examinations. Consequently, the department's outcomes assessment plan will need to be revised

accordingly. This revised plan will also need to include blank copies of all appropriate evaluation rubrics associated with the internships and final projects/papers. A copy of the revised outcomes assessment plan must be provided with the department's annual report, which is due by November 1, 2014.

The performance targets/criteria for the Required Capstone Assessment in the Bachelor of Science in Business Administration, the Final Project/Paper in the Bachelor of Science in Information Technology, the Final Project/Paper in the Bachelor of Science in Management, the Final Project/Paper in the Bachelor of Science in Marketing, and the Final Project /Paper in the Bachelor of Science in Health Care Management indicate that the evaluation rubrics for these measures contain (i) a rating scale that includes "acceptable" and "exemplary" ratings and (ii) evaluation criteria related to the intended learning outcomes for the relevant programs. However, upon review of the rubrics, the commissioners found this not to be the case. Consequently, the evaluation rubrics will need to be revised accordingly. Blank copies of the revised rubrics must be provided in the department's annual report, which is due by November 1, 2014.

The performance targets/criteria for the course evaluations, which are being used as indirect measures of student learning in all programs, are expressed in terms of course learning objectives. In order to be used as indirect measures of learning at the program level, (i) the evaluation forms must contain items related to the program-level intended learning outcomes and (ii) the performance targets/criteria need to be expressed in terms of those outcomes. However, inasmuch as the evaluations are administered in capstone courses, it may be possible to map the course learning objectives to the program-level intended learning outcomes. In any case, the course evaluations and their performance targets/criteria will need to be revised accordingly. Blank copies of the revised forms must be provided in the department's annual report, which is due by November 1, 2014.

Observations

Observations are suggestions for improvement by the IACBE Board of Commissioners that it believes would be helpful to the Department of Business in achieving excellence in business education. Action on observations is highly recommended, but is not required.

Principle 3.2: Common Professional Component – Degree of Compliance: Substantially Compliant

The Board of Commissioners recommends that the department consider ways of enhancing the CPC coverage of Operations Management in its undergraduate programs.

Principle 4.1: Faculty Qualifications – Degree of Compliance: Substantially Compliant

The Board of Commissioners recommends that the department strongly encourage those faculty members who are less-than-minimally qualified (i.e., those faculty holding only bachelor's degrees) to pursue and complete relevant master's degrees.

Commendations

- The strategic planning process appears to be well integrated with that of the university and many notable achievements have resulted.

- The business faculty at Misericordia are exceptionally well-qualified and credentialed. Furthermore, the addition of two tenure-track faculty appointments in business is evidence of institutional support and will help to reduce current teaching and advising loads, which will, in turn, enable the business faculty to pursue additional professional and scholarly activities.
 - The physical spaces used by the Department of Business are impressive; they are spacious, professional, and well-appointed both in terms of furnishings and technology.
 - The Center for Economic and Entrepreneurship Education (CEEE) is wonderful resource that benefits students, fosters business and economics research and outreach, and provides an intentional bridge between academic and professional careers.
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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 as set forth in the *IACBE Bylaws, Accreditation Process Manual, and Self-Study Manual*. Your accreditation is valid for a maximum of seven years, through December 31, 2021.

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

Misericordia University has received specialized 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:

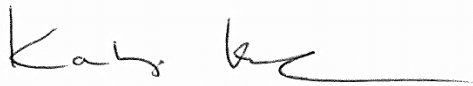
- *Master of Business Administration*
 - *Master of Science in Organizational Management*
 - *Bachelor of Science in Accounting*
 - *Bachelor of Science in Business Administration*
 - *Bachelor of Science in Health Care Management*
 - *Bachelor of Science in Information Technology*
 - *Bachelor of Science in Management*
 - *Bachelor of Science in Marketing*
 - *Bachelor of Science in Sport Management*
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Misericordia University will be publicly recognized for achieving accreditation at the 2015 IACBE Annual Conference and Assembly Meeting on April 14-17, 2015 in Baltimore, Maryland, USA. We very much look forward to seeing you there.

We encourage the business faculty at Misericordia University to be actively involved in the IACBE's professional development programs and activities, including participation in the Assembly's annual conference, regional meetings, 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 black ink, appearing to read "Katalin Kovacs", with a long horizontal flourish extending to the right.

Ms. Katalin Kovacs, Chair
Board of Commissioners

cc: Dr. Mari P. King, Vice President of Academic Affairs
Dr. Timothy Kearney, Chair, Department of Business