



International Assembly for Collegiate Business Education

July 19, 2016

Dr. Allen J. Reinhardt, Provost and Senior Vice President
Nichols College
124 Center Road
Dudley, MA 01571

Dear Dr. Reinhardt:

The IACBE Board of Commissioners met on July 12-13, 2016 to consider your request for the reaffirmation of accreditation of the business programs offered by Nichols College. I am pleased to report that the Board of Commissioners approved your request and granted accreditation to your business programs accompanied by the note, observation, and commendations identified below.

Notes

Notes represent areas in which the institution is not in full compliance with the IACBE's Accreditation Principles. Nichols College 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 college 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

Undergraduate Outcomes Assessment

Results were not provided in the self-study for the simulation (direct measure #2). Please provide these results in the next scheduled interim report to the IACBE.

Graduate Outcomes Assessment

The linkage between the business plan presentation rubric and intended student learning outcomes #2, #3, and #4 in the Master of Business Administration program is unclear (i.e., there does not appear to be clear evaluation criteria in the rubric for assessing these intended outcomes). Please provide clarification as to the ways in which intended student learning outcomes #2, #3, and #4 are measured.

Please provide the assessment instrument and evaluation rubric for the capstone course project in the Master of Science in Organizational Leadership program.

Please provide a description of how the Peregrine exam assesses intended student learning outcomes #1, #2, #3, and #4 in the Master of Business Administration program.

Please provide a description of how the Peregrine exam assesses intended student learning outcomes #1, #2, #3, #4, and #5 in the Master of Science in Organizational Leadership program.

Please provide a revised outcomes assessment plan for the graduate programs and continue to use the newly-revised plan to gather results, analyze data, and implement changes and improvements where appropriate. Utilizing the newly-revised plan, please submit one complete set of assessment results by November 1, 2017.

While the Master of Science in Accounting (MSA) program did not meet the requirement of having graduates from the program and outcomes assessment results, the Board of Commissioners did review the outcomes assessment plan for the MSA program. The Board noted that the program has one direct measure of student learning, which in itself is not an issue, but this single direct measure (the Peregrine exam) does not appear to assess intended student learning outcome #4. In addition, the "creativity" aspect of intended student learning outcome #1 may not be adequately assessed by either direct measure. Once the MSA program has graduates and you have collected assessment results, please submit this information to the IACBE.

Observations

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

Principle 1.1: Outcomes Assessment

The Board of Commissioners recommends that the college review its outcomes assessment plans to consider the issues identified below:

- The linkage between the undergraduate simulation rubric and intended student learning outcome #4 is unclear (i.e., the identification of global issues is not equivalent to the identification of "cultural and human differences" cited in the outcome).

- The linkage between the undergraduate simulation rubric and intended student learning outcome #5 is unclear (i.e., meeting the deadline of the project and assuming an equitable portion of the workload is not equivalent to leadership).
- In order to ensure clarity of the performance objectives associated with the learning assessment measures, the Board of Commissioners suggests adding wording that indicates that the target relates to each of the intended student learning outcomes that are being measured. This will help to reduce the appearance that an overall score is being used as a measure for the individual intended outcomes.
- Intended student learning outcome #4 in the Master of Business Administration program identifies three distinct skill sets – negotiating, coaching, and mentoring. The Board of Commissioners suggests that the college consider simplifying or splitting this intended outcome in order to ensure that all components are properly measured.

Commendations

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

- The Board of Commissioners commends the college for its outstanding performance in strategic planning and execution. This commitment is evidenced by the increase in full-time faculty positions in order to reach the goal of 75% of all courses to be taught by full-time faculty.
- The Board of Commissioners commends the college for its commitment to increasing faculty scholarship and encouraging faculty research projects as demonstrated by the promise of direct payments that are equivalent to the value of one additional course.
- The Board of Commissioners commends the college for the classrooms in the New Academic Building (NAB). These classrooms provide an innovative environment that fosters the opportunity for peer-to-peer student collaboration and further integration of technology into the curriculum.

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 2022.

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

Nichols College 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*
- *Master of Science in Organizational Leadership*
- *Bachelor of Science in Business Administration (no specialization)*
- *Bachelor of Science in Business Administration with specializations in:*
 - *Accounting*
 - *Business Communication*
 - *Criminal Justice*
 - *Economics*
 - *Finance*
 - *Hospitality Management*
 - *Human Resource Management*
 - *International Business*
 - *Management*
 - *Marketing*
 - *Sports Management*

Nichols College 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 Nichols College 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

cc: Ms. Luanne Westerling
Ms. Penny Griswold