



International Assembly for Collegiate Business Education

December 18, 2015

Dr. Lynda Fuller
Director of Undergraduate Programs and Assistant Dean
College of Business
Wilmington University
320 North DuPont Highway
New Castle, DE 19720

Dear Dr. Fuller:

The IACBE Board of Commissioners met on December 8-10, 2015 to consider your request for the reaffirmation of accreditation of the business programs offered by the College of Business at Wilmington 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 institution is not in full compliance with the IACBE's Accreditation Principles. The College of Business 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 in your annual report to the IACBE. Unless otherwise indicated herein, the institution has three years to address the issues identified in the notes.

Principle 1.1: Outcomes Assessment

The Board of Commissioners noted that revisions have been made to the outcomes assessment plan of the College of Business, and those responsible for its development are to be commended for their efforts in this regard. However, the plan is still in need of revisions to meet current IACBE requirements. These additional revisions pertain to the following areas:

1. Ensuring that the direct and indirect measures of student learning actually assess the intended student learning outcomes in the college's programs (i.e., ensuring that there are specific, identifiable linkages between the assessment measures and the intended learning outcomes).
2. Ensuring that each of the intended student learning outcomes is mapped to and measured by at least one direct and one indirect measure.
3. Ensuring that overall grades or scores on any assessment instrument are not used as direct measures of student learning.
4. Ensuring that the performance objectives are written in terms of the achievement of each intended student learning outcome that is being measured.
5. Ensuring that the evaluation rubrics associated with the direct measures of student learning and that the instruments used as indirect measures of student learning contain appropriate linkages to the intended student learning outcomes in the college's programs.
6. Ensuring that the performance targets/criteria specified for the direct and indirect measures of student learning are expressed appropriately in terms of outcomes-related criteria in the rubrics and instruments.

The College of Business must submit a revised outcomes assessment plan that addresses the issues identified above and meets the current IACBE requirements for outcomes assessment by September 30, 2016.

The Board of Commissioners is also requiring the college to have a representative attend the IACBE workshop on "Developing a Comprehensive Outcomes Assessment Plan" by April 30, 2016 in order to assist with the further development of the college's outcomes assessment plan. Please contact Dr. Phyllis Okrepkie, Director of Accreditation and Organizational Advancement, at IACBE headquarters to discuss the workshop attendance.

The College of Business will need to collect and report assessment data resulting from the implementation of the revised plan by November 1, 2017.

Principle 4.1: Faculty Qualifications

The college must review the information provided in Table 4: Faculty Qualifications and compare it to the information in the curriculum vitae provided. Please provide revised vitae or explanations for any discrepancies and justifications where necessary.

Observations

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

Principle 5.1: Scholarly and Professional Activities

The Board of Commissioners recommends that the College of Business review the teaching loads of faculty and their impact on scholarly activity. Since the college offers a DBA program, it is important for faculty who teach in the program to have adequate time to pursue relevant scholarly activities. A teaching load of 10 classes per year may limit a faculty member's ability to engage in scholarly activities while providing a high-quality learning environment for students.

Principle 6.1: Financial Resources

The Board of Commissioners recommends that the College of Business review adjunct faculty pay in order to ensure that the pay rates are commensurate with the teaching experience and educational level of the faculty member. In addition, the board recommends that the college benchmark its pay rates with those of similar institutions in the area to ensure that the college is able to attract and retain qualified faculty.

Principle 8.1: International Business Education

The Board of Commissioners recommends that the College of Business explore ways to involve more students in study-abroad programs.

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 2022.

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

Wilmington 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 at the listed locations are accredited by the IACBE:

Business Program	Location(s)
• <i>Doctor of Business Administration</i>	1, 5
• <i>Master of Business Administration (no concentration)</i>	1, 3, 4, 5, 7, 9, 12, 13
• <i>Master of Business Administration with concentrations in:</i>	
○ <i>Accounting</i>	5
○ <i>Environmental Sustainability/Stewardship</i>	1
○ <i>Finance</i>	5
○ <i>Health Care Administration</i>	1, 5, 7, 9
○ <i>Homeland Security</i>	1, 5, 9, 12

Business Program	Location(s)
○ <i>Management Information Systems</i>	1, 3, 5, 12
○ <i>Marketing Management</i>	1, 5, 7
○ <i>Organizational Leadership</i>	1, 3, 4, 5, 7, 9
• <i>Master of Science in Accounting</i>	5
• <i>Master of Science in Management</i>	1, 3, 4, 5, 6, 7, 9
• <i>Master of Science in Management with specializations in:</i>	
○ <i>Health Care Administration</i>	1, 5, 7, 9
○ <i>Homeland Security</i>	1, 5, 9
○ <i>Human Resource Management</i>	1, 5, 6, 7
○ <i>Management Information Systems</i>	1, 5
○ <i>Marketing</i>	1, 5, 7
○ <i>Military Leadership</i>	5
○ <i>Organizational Leadership</i>	1, 3, 4, 5, 7, 9
○ <i>Public Administration</i>	3, 5, 6
○ <i>Sports Management</i>	1
• <i>Bachelor of Science in:</i>	
○ <i>Accounting</i>	2, 3, 6, 7, 10
○ <i>Accounting and Finance</i>	2, 3, 6, 7
○ <i>Business Management</i>	1, 2, 3, 6, 7, 9, 10, 11
○ <i>Finance</i>	2, 3, 6, 7
○ <i>Human Resource Management</i>	1, 2, 3, 4, 6, 7, 10, 11
○ <i>Marketing</i>	1, 2, 3, 7
○ <i>Organizational Management</i>	1, 3, 4, 9
○ <i>Sports Management</i>	1, 2
• <i>Bachelor of Science in Business Management with concentrations in:</i>	
○ <i>Professional Aeronautics</i>	1, 2, 6

Location Key:

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|---------------------------|-------------------------|--------------------------------------|
| 1. Online | 6. Dover Air Force Base | 11. Cumberland |
| 2. New Castle | 7. Georgetown | 12. Joint Base McGuire-Dix-Lakehurst |
| 3. Dover | 8. Rehoboth Beach | 13. AstraZeneca |
| 4. Brandywine | 9. Middletown | |
| 5. Wilson Graduate Center | 10. Burlington | |

The College of Business at Wilmington University will be publicly recognized for achieving accreditation at the 2016 IACBE Annual Conference and Assembly Meeting on April 5-8, 2016 in Memphis, Tennessee, USA. We very much look forward to seeing you there.

We encourage the business faculty at Wilmington University 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 black ink that reads "Kerry Calnan". The signature is written in a cursive style with a long horizontal flourish at the end.

Ms. Kerry Calnan, Chair
Board of Commissioners