



International Assembly for Collegiate Business Education

July 31, 2015

Dr. Andrew Langewisch
Chair, Department of Business Administration
Concordia University-Nebraska
800 N. Columbia
Seward, NE 68434

Dear Dr. Langewisch:

The IACBE Board of Commissioners met on July 21-23, 2015, to consider your request for the accreditation of the business programs offered by the Department of Business Administration at Concordia University-Nebraska. 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.

The Board of Commissioners determined that there will be no action taken at this time on the agribusiness concentration offered in cooperation with the University of Nebraska.

Notes

Notes represent areas in which the institution is not in full compliance with the IACBE's Accreditation Principles. The Department 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 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

Please ensure that the performance objectives for the learning assessment measures provide for the assessment of the intended student learning outcomes (ISLOs) that the instruments are designed to measure. As an example, note that while "positive earnings per share" may map to one or more of the ISLOs, the performance objective should be stated in terms of achievement of the ISLO.

Please submit a revised outcomes assessment plan that includes all of the changes that you have made by November 1, 2015.

The department will need to submit a complete set of assessment results based on the revised outcomes assessment plan. Please ensure that this includes results for each intended ISLO measured by each of the direct and indirect measures of student learning rather than general findings. You will also need to submit a complete set of assessment results for the new MBA program. Please submit the complete results from the implementation of the revised outcomes assessment plan as soon as they are available.

Principle 2.2: Summary Evaluation of Strategic Planning

Please review your self-study responses to items #2 and #3 in Principle 2.2, and provide additional information pertaining to changes and improvements needed and how they relate to the business programs. Please submit your responses by November 1, 2015.

Observations

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

Principle 2.1: Strategic Planning

As the department plans for the future, the Board of Commissioners suggests that it explore the opportunity to hire a dean for business administration. The current dean is the Dean of Arts and Sciences and, with the growth in the business programs, it may be time to explore the possibility of hiring a business dean to oversee and lead the business programs.

Principle 4.1: Faculty Qualifications

The Department of Business Administration requested that Mr. Burger, who holds a bachelor's degree and is a Certified Public Accountant, be allowed to continue to teach accounting. After review, the Board of Commissioners determined that Mr. Burger does not meet the criteria for minimal qualification, but, based on his professional experience and expertise, granted the department's request for Mr. Burger to continue to teach in the areas of auditing and taxation at the bachelor's degree level.

The Board of Commissioners encourages the department to continue to search for qualified faculty according to IACBE guidelines.

Principle 4.5: Faculty Development

The Board of Commissioners recommends that Concordia University-Nebraska review its faculty development policy to ensure that all business faculty, including full-time and adjunct/part-time faculty members, have opportunities to engage in professional development activities. In addition, the commissioners recommend that the department monitor this engagement as a part of its continuous improvement process.

Principle 6.1: Financial Resources

The Board of Commissioners recommends that Concordia University-Nebraska continue to work toward increasing faculty pay to a level that will allow the department to hire and retain qualified faculty who can advance the academic programs and provide support for the department in achieving its stated intended student learning outcomes and intended operational outcomes.

Principle 7.3: Business and Industry Linkages

The Board of Commissioners suggests that Concordia University-Nebraska continue to monitor the department's progress in fully developing and actively engaging a business advisory board.

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 July 2022.

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

Concordia University-Nebraska 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 with emphases in:*
 - *Aging Studies*
 - *Corporate Communications*
 - *Environmental Studies*
 - *Finance*
 - *Health Care Administration*
 - *Human Resource Management*
 - *International Business*
 - *Management*
 - *Management Information Systems*
 - *Marketing*
 - *Nonprofit Management*
 - *Public Administration*
 - *Risk Management*

- *Master of Business Administration with concentrations in:*
 - *Aging Studies*
 - *Finance*
 - *Leadership and Managing Organizational Change*
 - *Human Resource Management*
 - *Marketing*

- *Nonprofit Management*
 - *Risk Management*

 - *Bachelor of Arts with a major in Business Administration*

 - *Bachelor of Science with a major in Accountancy*

 - *Bachelor of Science with a major in Business Administration and concentrations in:*
 - *Accounting*
 - *Communication*
 - *Finance*
 - *Marketing*

 - *Bachelor of Science with a major in Business Communication*

 - *Bachelor of Science with a major in Management Information Systems*

 - *Bachelor of Science with a major in Marketing*
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Concordia University-Nebraska will be publicly recognized for achieving accreditation at the 2015 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 Concordia University-Nebraska 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,



Ms. Kerry Calnan, Chair
Board of Commissioners