



International Assembly for Collegiate Business Education

January 20, 2015

Mark C. Gordon, President  
Defiance College  
701 N. Clinton Street  
Defiance, OH 43512

Dear President Gordon:

The IACBE Board of Commissioners met on December 2-4, 2014 to reconsider the deferral of action on accreditation of the business programs offered by the Department of Business at Defiance College. The Board of Commissioners had previously deferred action on accreditation pending a required mentoring visit by an IACBE staff member, the submission of a revised outcomes assessment plan, a revised response to Principle 1.2: Summary Evaluation of Outcomes Assessment, development of a department-level strategic planning process, and an analysis of credentials and credentials justification for each faculty member identified to be professional qualified. These conditions have been met, and I am pleased to report that the Board of Commissioners granted accreditation to your business programs accompanied by the notes 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 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 – Degree of Compliance: Substantially Compliant**

In its future annual reports to the IACBE, the Department of Business must submit complete assessment results, including both learning assessment and operational assessment results, based on its revised outcomes assessment plan.

**Principle 2.1: Strategic Planning** – Degree of Compliance: Substantially Compliant

In its future annual reports to the IACBE, the Department of Business must report on its progress toward executing its action plans and achieving the desired results as identified in the strategic plan.

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

The Department of Business must provide information on the separate qualification level by teaching discipline for each of its faculty who hold a Ph.D.

**Principle 4.2: Faculty Load** – Degree of Compliance: Substantially Compliant

The Department of Business must report on its progress to reduce faculty teaching loads by hiring a new full-time faculty member.

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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 six years, through December 2020.

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

*Defiance College 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*
- *Bachelor of Arts in Accounting with a concentration in:*
  - *Forensic Accounting*
- *Bachelor of Arts in Business Administration with a concentration in:*
  - *Marketing*

Defiance College 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 Defiance 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,

A handwritten signature in black ink, appearing to read "Chip Mason". The signature is fluid and cursive, with the first name "Chip" written in a larger, more prominent script than the last name "Mason".

Dr. Chip Mason, Chair  
Board of Commissioners

cc: Dr. Barbara R. Schirmer, Provost/Vice President for Academic Affairs  
Dr. Blen Solomon, Ph.D.