



July 30, 2020

Dr. Kimberly Fredericks  
Dean  
School of Management  
Russell Sage College  
140 New Scotland Avenue  
Albany, New York

Dear Dr. Fredericks:

At its July 2020 meeting, the IACBE Board of Commissioners considered your request for the accreditation of the business programs offered by the School of Management of Russell Sage College. I am pleased to report that the Board of Commissioners approved your request and granted specialized accreditation to the business program(s) as identified below, accompanied by the following note(s) and observation(s).

### **Notes**

Notes are an indicator that while the program is in compliance with the Principles, additional monitoring is warranted. The School of Management is required to take action as specified below and respond to the IACBE by October 30, 2020 using the IACBE Notes Report. The reporting form can be found on our website at: [www.iacbe.org/reports-note-compliance.asp](http://www.iacbe.org/reports-note-compliance.asp).

**Principle 2.1 - Assessment Planning:** *Excellence in business education requires the development of a comprehensive plan for assessing the extent of student learning in the institution's business programs and the operational effectiveness of the academic business unit. Furthermore, the plan must be driven by the mission of the academic business unit, must be linked to the strategic planning processes of the institution and the academic business unit, and must involve business faculty in all aspects of its development.*

A. Redo mapping of ISLOS to both broad-based goals and KLOs.

For example, for the BSBA program ISLO #1 is mapped to KLO 1 (Critical thinking) but not broad-based goal 1 (which is also critical thinking).

B. Ensure that the ISLOs are mapped to a substantial number of KLOs. For instance, once corrected, it appears that the BS/BBA maps to 5/8, the BS Acctg to 4/8, the MS HS to 4-5/8, and the MS OM to 5/8.

C. Eliminate the use of a performance objective that calculates a score that is averaged over all questions in the assessment instrument. Ensure performance objectives for both direct and indirect measures are explicitly aligned with each ISLO the assessment instrument is supposed to measure. For example, in the BSBA program, the performance objective for the undergraduate internship evaluation can be modified to read:

For **each** of the ISLOs assessed, 70% of employers will indicate that Sage students were “successful” or “very successful” in achieving the outcome.

Similarly, the performance objective for the Peregrine Exit Exam can be modified to specify that: 80% of BSBA students will score at or above average for their cohort **for each subset** of questions related to the ISLOS.

D. Ensure that the assessment instrument specified really measures the learning outcome. For example, consider whether the Peregrine Exam is the appropriate measure of critical thinking skills (as currently specified in the OAP for BSBA program) or professional communication (as currently specified in the BS Accounting program).

E. Analyze and report assessments of learning outcomes (such as Peregrine results) separately for BSBA and BS Accounting.

F. Provide the rubrics used for the paper and presentation associated with the Accounting Simulation which is used as a direct measure for the assessment of the BS Accounting program

### **Observations**

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

*No observations were made by the Board of Commissioners.*

Additionally, upon completion of the review the Board of Commissioners voted to not require an on-site follow-up visit.

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 Current Period of Accreditation is: January 1, 2014 – December 31, 2020**

**Your Next Approved Period of Accreditation is: January 1, 2021 – December 31, 2027**

In addition to the compliance reports due annually, all accredited members of the IACBE are required to submit an Interim Quality Assurance Report (IQAR) during their period of accreditation. The IQAR for the School of Management will be due by November 1, 2023. For more information on these reports, please refer to the IACBE website under Accreditation > Compliance.

The following language must be used on the School of Management homepage, linking to your IACBE status page at <https://iacbe.org/memberpdf/TheSageColleges.pdf>

*The School of Management at the Russell Sage College has received specialized accreditation for its business programs through the International Accreditation Council for Business Education (IACBE) located at 11374 Strang Line Road in Lenexa, Kansas, USA. For a list of accredited programs click [here](#).*

If the list of accredited programs is provided in other official print publications, the following notice pertaining to your accreditation status with the IACBE must be used.

*The School of Management at Russell Sage College has received specialized accreditation for the following business programs through the International Accreditation Council for Business Education (IACBE) located at 11374 Strang Line Road in Lenexa, Kansas, USA.*

<b>Business Programs</b>
Bachelor of Business Administration
Bachelor of Science in Accounting
Bachelor of Science in Business Administration
Master of Business Administration with concentrations in: <ul style="list-style-type: none"><li>• Marketing</li><li>• Human Resources</li><li>• Finance</li><li>• Business Strategy</li></ul>
Master of Science in Health Service Administration
Master of Science in Organization Management

The following locations are approved to offer the above listed business programs:

<b>Locations</b>	
MAIN	140 New Scotland Avenue Albany, New York

The School of Management will be publicly recognized for achieving accreditation at the 2021 IACBE Annual Conference and Assembly Meeting on April 12-16, 2021 in Orlando. We very much look forward to seeing you there.

We encourage the business faculty in the School of Management 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.

If you have any questions or if we can be of assistance, please feel free to contact Cecilia Livengood at [clivengood@iacbe.org](mailto:clivengood@iacbe.org) , or 913-631-3009.

Sincerely,



Dr. Patrick Hafford, Chair  
Board of Commissioners

C: Dr. Susan W. Beatty, Provost