



January 6, 2021

Javier Carbonell
Accreditation Executive
GAIA Escuela de Negocios
4a. Avenida 16-61 Edificio Due Corporativo
Nivel 1 Torre Sur, Zona 10
Guatemala City, Guatemala 10110

Dear Mr. Carbonell:

At its December 2020 meeting, the IACBE Board of Commissioners considered your request for the accreditation of the business programs offered by the GAIA Business School. I am pleased to report that the Board of Commissioners approved your request and granted first-time specialized accreditation to the business program(s) as identified in the “Business Programs” table 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. GAIA Escuela de Negocios is required to take action as specified below and respond to the IACBE by March 8, 2021 using the IACBE Notes Report. The reporting form can be found on our website at: www.iacbe.org/reports-note-compliance.asp.

Principle 2.1: Assessment Planning

1. All evaluations of students (rubrics) must be at the individual student level (e.g., the Outcomes Assessment Plan (OAP) notes that the Master of Business Administration (MBA) Intended Student Learning Outcomes (ISLOs) are mapped to Key Learning Outcome (KLO) #2, Teamwork. The rubric measures this ISLO at the group level. Students must be evaluated at the individual level. Provide revised rubrics for each assessment measure that clearly evaluate at the individual student level.

Principle 5.1: Qualifications of Business Faculty

1. Provide a formal faculty justification for Victor Manuel Alvarez Pocon (See the IACBE Justification form).

Principle 5.3: Scholarly and Professional Activities of Business Faculty

1. Provide evidence of the scholarly and professional activities of the business faculty. Please refer to Principle 5.3 language that states faculty are required “to be involved in scholarly and professional activities that enhance the depth and scope of their knowledge and teaching competencies, especially as they apply to their teaching disciplines.” (The student course surveys are not a measure of this activity.)

Principle 5.4: Professional Development of Business Faculty

1. Demonstrate the effectiveness of the professional development activities of the business faculty by providing examples of the results of their implementation within the academic business unit. For example, provide examples of how their professional development has informed their teaching and course design.

Principle 6.2: Academic Policies and Procedures

1. Provide a detailed description of the academic policy that covers students’ failure to make adequate academic progress. (This might cover academic counseling, warning, probation, suspension, etc.).

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.

Principle 1.1: Commitment to Integrity, Responsibility, and Ethical Behavior

1. Consider adding more robust methods for both the detection and prevention of ethical issues.

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 Approved Period of Accreditation is: December 18, 2020 – December 31, 2027.

All programs receiving IACBE accreditation for the first-time must come into compliance with the requirement for public disclosure of student achievement, and the prescribed statement of accreditation. Details on meeting these annual requirements can be found in the Accreditation Process Manual available in the Member Resources section of our website.

In addition to these annual compliance reports, all accredited members of the IACBE are required to submit an Interim Quality Assurance Report (IQAR) during their period of accreditation. The IQAR for GAIA 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 GAIA Escuela de Negocios homepage, where “[status page](#)” is linking to your IACBE status page at <https://iacbe.org/memberpdf/GAIAEscueladeNegocios.pdf>

GAIA Escuela de Negocios 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 refer to our IACBE member [status page](#).

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.

GAIA Escuela de Negocios 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.

Business Programs
Master of Business Administration
Bachelor of Business Administration

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

Locations	
Main Campus	4a. Avenida 16-61 Edificio Due Corporativo Nivel 1 Torre Sur, Zona 10 Guatemala City, Guatemala 10110

GAIA will be publicly recognized for achieving accreditation at the 2021 IACBE Annual Conference and Assembly Meeting held virtually on April 15, 2021. We very much look forward to seeing you there.

We encourage the business faculty in GAIA 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 your liaison Ted Collins at tcollins@iacbe.org, or 913-631-3009.

Sincerely,



Dr. Patrick Hafford, Chair
Board of Commissioners

Cc: Dr. Milton Walters, Chancellor