



International Assembly for Collegiate Business Education

December 29, 2014

Agnes Mojica, Chancellor
Universidad Interamericana de Puerto Rico – San Germán
P.O. Box 5100
Inter American University Avenue
San Germán, Puerto Rico 00683

Dear Chancellor Mojica:

The IACBE Board of Commissioners met on December 15, 2014 to consider the request for accreditation of the business programs offered by the Department of Entrepreneurial and Management Sciences at the Universidad Interamericana de Puerto Rico – San Germán. 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 Department of Entrepreneurial and Management Sciences 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

The Board of Commissioners noted that significant revisions have been made to the outcomes assessment plan of the Department of Entrepreneurial and Management Sciences, and those responsible for its development are to be commended for their efforts in this regard. The department must submit to the IACBE a summary of assessment results from the implementation of its revised outcomes assessment plan. This summary must be received by the IACBE no later than February 15, 2015.

Observations

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

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

The Department of Entrepreneurial and Management Sciences needs to develop a plan of action for dealing with the current heavy teaching loads of faculty members. Such heavy loads have the potential of adversely affecting student learning outcomes.

Principle 5.1: Scholarly and Professional Activities – Degree of Compliance: Substantially Compliant

The Board of Commissioners believes that the conscious decision on the part of the Department of Entrepreneurial and Management Sciences to launch a doctoral program requires a greater institutional commitment to provide support and opportunities for more faculty scholarship and professional development. The department needs to reexamine its objectives for scholarly contributions of faculty who teach in the doctoral program.

Principle 6.1: Financial Resources – Degree of Compliance: Substantially Compliant

The Department of Entrepreneurial and Management Sciences needs to make every effort to (i) improve faculty salaries and (ii) narrow the gap between the financial resources provided to the department and its revenue contributions through student credit hours generated.

Additional financial resources in the form of additional faculty could serve to reduce the heavy teaching loads and mitigate any adverse impact on student learning outcomes.

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 December 2021.

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

Universidad Interamericana de Puerto Rico – San Germán 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:

- *Ph.D. with specializations in:*
 - *Human Resources*
 - *International and Interregional Business*

- *Master of Business Administration with specializations in:*
 - *Accounting*
 - *Finance*
 - *General*
 - *Human Resources Management*
 - *Industrial Management*
 - *Managerial Information Systems*
 - *Marketing*

 - *Bachelor of Business Administration with concentrations in:*
 - *Accounting*
 - *Entrepreneurial and Managerial Development*
 - *Finance*
 - *Human Resources Management*
 - *Information Technology*
 - *Marketing*
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Universidad Interamericana de Puerto Rico – San Germán 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 Universidad Interamericana de Puerto Rico – San Germán 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,



Dr. Chip Mason, Chair
Board of Commissioners

cc: Dr. Nyvia Alvarado, Ph.D., Dean of Studies
Dr. Milsa Morales, Ph.D., Chair Director
Prof. Diana Jimenez, Accreditation Coordinator of the Department of Entrepreneurial and Management Sciences