



# ACCREDITATION COUNCIL FOR BUSINESS SCHOOLS AND PROGRAMS

Bringing Together Those Dedicated to Teaching Excellence

May 30, 2016

Dr. Scott Scarborough  
President  
The University of Akron  
Department of Business and Information Technology (BIT)  
Polsky M181  
Akron, OH, 44281

Dear President Scarborough,

The Baccalaureate/Graduate Degree Board of Commissioners met on April 15<sup>th</sup>, 2016 and approved the business program accreditation at The University of Akron. Congratulations!

Conditions and notes indicate that either the Standard or Criteria is not fully met, and should be viewed as an opportunity to move your program to a higher level of excellence. It would be extremely rare that a school receive accreditation without these conditions or notes given ACBSP's Core Value of Continuous Improvement and Organizational Learning, that "Business schools and programs should pursue regular cycles of planning, execution, and evaluation of every process and system. Ongoing improvement of these processes and systems leads to ever higher quality and student/stakeholder satisfaction."

The accreditation decision included the following Notes and Conditions provided by the Board of Commissioners:

**Place Condition on Criterion 4.2:** Course grades or grade point averages should not be used and are used on the vast majority of the PLO using the scores in the classes as the basis of their evaluation. It is not evident how the scores are an effective measure of learning outcomes.

**Place a Condition on Criterion 5.5:** The Criterion requires that the number of faculty in the business school or program be sufficient to effectively fulfill its mission of excellence in educating business students. In addition, the faculty must play an essential role in student advising and counseling activities, none of the faculty noted in Figure 5.5 Faculty Load advised students. Advising is done by a separate department. Faculty members who are extensively engaged beyond what is normally expected should have appropriate reduction in other professional responsibilities. The department voted on guidelines for lead faculty and program director duties, evaluation and proposed stipends instead of release time. This has been presented to the college dean for review and possible implementation. Ability of faculty to perform assigned functions effectively can be impaired by extensive overload.

**Place a note on Criterion 3.7:** Although student satisfaction and indirectly employers through employment measure are addressed, satisfaction and dissatisfaction of other key stakeholders was not addressed. Satisfaction or dissatisfaction of the University, taxpayers, etc. may affect the ability of the institution to be effective. In addition there is no mention of the action taken in response to identified areas of improvement. Without identifying

actions it may be difficult to implement improvements and track their effects.

**Place a Note on Criterion 5.1:** It is not evident that the budgeting process represents a proactive human resources plan for the school. The Commission looks forward to reviewing in the next QA report evidence of a formal HR plan for the unit. If the budgeting process represents the human resources plan, clarification is needed as to how the strategic goals are addressed in the budgeting process.

**Place a Note on Criterion 5.3:** While the faculty qualification data was provided, it was according to the Associate Degree standard and not the Bac/Grad Degree standard. Without the appropriate faculty qualifications, it cannot be determined if the academic deployment criteria of at least 80 percent of the undergraduate credit hours in business are taught by academically or professionally qualified faculty, and at least 40 percent of the undergraduate credit hours in business are taught by academically qualified faculty.

**Place a Note on Criterion 6.1.7:** The BIT Department must provide evidence that ongoing educational programs and offerings are systematically tracked and regularly evaluated.

The conditions must be removed by 2/15/2020 and progress on the conditions and notes must be reported in future Quality Assurance Reports. You are encouraged to work with Ms. Diana Fiddick on the removal of the notes and conditions. Ms. Fiddick may be contacted by phone at: 913-638-5420, or by e-mail at: [dfiddick@fiddick.onmicrosoft.com](mailto:dfiddick@fiddick.onmicrosoft.com). You may also contact Diana Hallerud at 913-339-9356, or by e-mail at [dianahallerud@acbsp.org](mailto:dianahallerud@acbsp.org).

Your Quality Assurance Report will be due on February 15, 2018, and every two years after that. Your ten year reaffirmation will be due on 2026.

ACBSP will inform the public of decisions on accreditation status made by the Boards of Commissioners by posting the accreditation decisions on the ACBSP Website. The decisions on accreditation status can be accessed from [www.acbsp.org/?page=decisions](http://www.acbsp.org/?page=decisions) and will appear as the following:

### **The University of Akron (Akron, OH)**

**Initial Accreditation granted with improvement opportunities in the following standards and criteria: Standard 4, Criterion 4.2 and Standard 5, Criterion 5.5 and Notes on Criterion 3.7 Criterion 5.1, Criterion 5.3 and Criterion 6.1.7.**

**Basis for final decision: Meets the overall requirements of the six ACBSP standards.**

If you have any comments concerning this notification please let me know.

ACBSP encourages you to publicly announce that your business programs are accredited. You should already have received, via e-mail, a sample ACBSP Press Release and ACBSP Logo files for publicizing your accreditation. As you prepare these materials, the following is your official ACBSP statement:

The University of Akron - The Department of Business and Information Technology (BIT)  
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**The following business programs at The University of Akron are accredited by the Accreditation Council for Business Schools and Programs:**

**Bachelor of Science in Organization Supervision**

Please take this opportunity to review the accuracy of the programs listed above as well as the institution name (below) as it will appear on your Certificate of Accreditation. If any information is not correct, please notify Diana Hallerud via e-mail at [dianahallerud@acbsp.org](mailto:dianahallerud@acbsp.org) and provide the correction by May 15, 2016.

**Name of institution as it will appear on the certificate:  
The University of Akron - Department of Business and Information Technology  
Akron, Ohio**

The 2016 ACBSP Conference will be June 17-20 in Atlanta, GA, and our host hotel will be the Atlanta Marriott Marquis. Please mark your calendar to join us in Atlanta, where we will honor you and all other schools receiving initial or reaffirmation of accreditation during the 2015-2016 membership year. You are encouraged to attend along with your Chief Academic Officer and Dean or Head of the Business School or Program. Many institutions invite faculty to this prestigious celebration. Your institution will also be announced during the Baccalaureate/Graduate Degree Institution annual meeting held at the conference.

There is a breakfast on Sunday morning, June 19 for registered conference attendees from institutions receiving initial or reaffirmation of accreditation. At least one institutional representative must attend the breakfast. The purpose of the breakfast is to more personally congratulate the institutional representatives and to outline the procedures that will be followed at the accreditation gala.

In addition to the breakfast, a professional photographer will be available on Sunday, June 19 to photograph all institutional representatives along with the ACBSP Chief Accreditation Officer and the Chair of the Baccalaureate/Graduate Degree Board of Commissioners. Appropriate dress for the photo session and banquet is business professional.

For updates on the Conference, visit the ACBSP website, [www.acbsp.org](http://www.acbsp.org). On-line registration is available until June 4, 2016.

Congratulations on maintaining such a high quality business program.

Sincerely,



Steve Parscale, Ph.D.  
Chief Accreditation Officer

Cc: Dr. William Sherman, Provost  
Mr. Enoch Damson, Department Chair  
Mrs. Susan Pope, Professor - Business & Info. Technology  
Ms. Diana Fiddick, Baccalaureate/Graduate Degree Board of Commissioners