



January 16, 2015

Daniel L. Bauer, Dean
Bellarmine University
W. Fielding Rubel School of Business
2001 Newburg Road
Louisville, KY 40205-0671

Via email: dbauer@bellarmine.edu

Dear Dean Bauer:

It is my pleasure to inform you that the peer review team recommendation to extend accreditation for the undergraduate and master's degree programs in business offered by Bellarmine University is concurred with by the Continuous Improvement Review Committee and ratified by the Board of Directors. Congratulations to you, the faculty, the students, the staff, and all supporters of the school.

One purpose of peer review is to stimulate further continuous improvement of quality programs. As noted in the team report, the School is to be commended on the following strengths and effective practices:

A. Commendations for Strengths, Innovations, and Unique Features:

- Community presentation on future effects of the Great Recession
- MBA international trip where over 60 percent of students participate
- University-wide mentorship program combining non-Rubel School faculty mentor and an RSB faculty member with a new hire
- Student-alumni mentorship program
- Spring semester internships in accounting firms by accounting students
- Respected leadership of the dean

B. Effective Practices:

1. MBA cohorts. The school made a decision to move all MBA programs to a cohort-based structure. This has helped retention, ensured a continuous revenue stream and developed a reputation for helping students achieve success. Graduate students confirmed that this was an attractive feature and cited it as a reason they chose the Bellarmine MBA program.
2. Mentor program. The University-wide mentor program assigns a senior professor from another Bellarmine School/College to a recently hired Rubel School faculty member. In addition, a faculty member from within the Rubel School is assigned as an internal mentor to the recent hire, and both mentors continue through the next few years leading to the tenure decision.
3. International experience. A focus on global emersion for MBA students has resulted in nine credit hours required in international business studies. Near the end of their program, students enroll in a six hour study abroad aligned with one of several partner universities in Europe, India and Nicaragua. Those students who do not travel abroad take a six hour course on international business. Over 60 percent of the MBA students participate in the international trip.

The following concerns relative to AACSB standards were identified and must be addressed by the next review. Actions taken and progress made by the school should be reported in the continuous improvement review application and at the time of the next review:

1. Assurance of learning (AOL). The school's AOL processes at both the bachelor's and master's level need to evolve into more robust processes. Though assessments of all learning goals are being conducted regularly,

the school should continually re-set its compliance targets (higher, if possible) after each iteration, should rely less on indirect measures, and should use external expertise to help score the assessments. [2013 Standard 8: Curricula Management and Assurance of Learning]

2. Intellectual contributions. The Rubel School is advised to adopt a policy to guide faculty members in the production of intellectual contributions that aligns with the mission, expected outcomes, and strategies. This policy should guide faculty as to how the school determines quality and how it assesses the impact of intellectual contributions to the advancement of business and management theory, practice, and learning. [2013 Standard 2: Intellectual Contributions and Alignment with Mission]
3. Faculty qualifications. In its next continuous improvement review, the school will be expected to maintain compliance with the 2013 standards. The RSB will need to promulgate a new set of expectations for faculty qualifications at time of hire and subsequent maintenance activities for the four recognized categories of faculty (Scholarly Academics-SA, Practice Academics-PA, Scholarly Practitioners-SP, and Instructional Practitioners-IP). The school should carefully develop expectations for the PA and SP categories, in particular. [2013 Standard 15: Faculty Qualifications and Engagement]

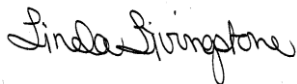
Your School has achieved accreditation for five additional years. The next on-site continuous improvement review occurs in the fifth year, 2019-2020. A timeline specific to your visit year is attached.

Please note that your Continuous Improvement Review Application will be due on July 1st, two years prior to your review year. This application initiates the continuous improvement review process. In this application you will be expected to provide an update on progress in addressing the concerns stated above in addition to other relevant information for initiation of the next continuous improvement review.

Please refer to the [Continuous Improvement Review Handbook](#) for more information regarding the processes for continuous improvement reviews. The handbook is evolving and will be updated frequently to provide the most current process improvements. Please monitor the website to make certain that you have the most current version.

Again, congratulations from the Accreditation Council and AACSB International - The Association to Advance Collegiate Schools of Business. Thank you for participating in the continuous improvement review process and for providing valuable feedback that is essential to a meaningful and beneficial review.

Sincerely,



Linda Livingstone, Chair
Board of Directors

cc: Peer Review Team
Clarence "Bud" Barnes, Chair
Ronald Shiffler, Team Member

SCOPE OF ACCREDITATION

Continuous Improvement Review December 2014

Name of Institution: Bellarmine University

Name of Business Academic Unit: W. Fielding Rubel School of Business

List of Degree Programs in Scope of Review:

Undergraduate

- B.A. in Accounting
- B.A. in Business Administration
- B.A. in Finance

Master's

- M.B.A.
- M.S. in Taxation

REVIEW TIMELINE FOR ACCREDITED SCHOOLS
Visit 2019-2020 (July 1 – June 30)

| 15-16 (July 1 – June 30) | 16-17 (July 1 – June 30) | 17-18 (July 1 – June 30) | 18-19 (July 1 – June 30) | 19-20 (July 1 – June 30) |
|--|--|--|--|--|
| <ul style="list-style-type: none"> Review and Refine Strategic Management Plan Complete Key Data and Accreditation Data Sections of the <i>Business School Questionnaire</i> for prior academic year | <ul style="list-style-type: none"> Review and Refine Strategic Management Plan Complete Key Data and Accreditation Data Sections of the <i>Business School Questionnaire</i> for prior academic year | <ul style="list-style-type: none"> Review and Refine Strategic Management Plan Complete Key Data and Accreditation Data Sections of the <i>Business School Questionnaire</i> for prior academic year | <ul style="list-style-type: none"> Review and Refine Strategic Management Plan Complete Key Data and Accreditation Data Sections of the <i>Business School Questionnaire</i> for prior academic year | <ul style="list-style-type: none"> Review and Refine Strategic Management Plan Complete Key Data and Accreditation Data Sections of the <i>Business School Questionnaire</i> for prior academic year |
| | | <ul style="list-style-type: none"> July 1, 2017 - *Submit Review Application with signed cover letter requesting accreditation review and preferred visit dates. | <ul style="list-style-type: none"> Work with AACSB to select Peer Review Team from nominations, peer and aspirant groups | <ul style="list-style-type: none"> Complete Continuous Improvement Review Report |
| | | <ul style="list-style-type: none"> *Submit List of Degree Programs including Catalogs (or online link in lieu of Catalogs) | <ul style="list-style-type: none"> Work with AACSB to set the visit date | <ul style="list-style-type: none"> Accreditation Statistical Reports will be distributed to applicant and team members by AACSB upon request only |
| | | <ul style="list-style-type: none"> *Submit request for exclusion of degree programs including justification for the request | | <ul style="list-style-type: none"> Work with Peer Review Team to prepare the Visit Schedule |
| | | <ul style="list-style-type: none"> *Submit List of Comparison Groups (Peer, Competitive, and Aspirant) | | <ul style="list-style-type: none"> Peer Review Team Visit |
| | | <ul style="list-style-type: none"> *Submitted together | | |
| | | <ul style="list-style-type: none"> Committee on Accreditation Policy (CAP) rules on exclusions and the scope of the accreditation visit | | |
| | | <ul style="list-style-type: none"> Return Date and Team Suggestions as Requested (March 2018) | | |