

July 12, 2021

Dr. Norman Hall
President
Simpson University
2211 College View Drive
Redding, CA 96003-8606

Dear President Hall:

This letter serves as formal notification and official record of action taken concerning Simpson University (Simpson) by the WASC Senior College and University Commission (WSCUC) at its meeting June 25, 2021. This action was taken after consideration of the report of the review team that conducted the Special Visit to Simpson University March 17-19, 2021. The Commission also reviewed the institutional report and exhibits submitted by Simpson University prior to the Special Visit and the institution's May 10, 2021 response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleague Patrick Blewett, Executive Dean and ALO. Your comments were very helpful in informing the Commission's deliberations. The date of this action constitutes the effective date of the institution's status with WSCUC.

Actions

1. Receive the Special Visit team report that focused on: (1) implementation of the strategic plan; (2) improved finances; (3) program review; and (4) sufficient faculty.
2. Continue with the previously scheduled reaffirmation review with the Offsite Review in spring 2024 and the Accreditation Review in fall 2024
3. Remove a Formal Notice of Concern

The Commission commends Simpson University in particular for the following:

1. Establishing clear and effective channels of communication for keeping the entire community informed and engaged with the important work of the university.
2. Creating a university-wide culture that owned and used the Simpson Rising strategic plan to guide tactics and inform its daily work and decisions.
3. Significantly increasing the capacity of several key areas of support and operations through successful hiring and/or training of qualified leaders and teams.
4. Making a significant financial turn-around by creating an environment of greater institutional understanding and ownership of financial resources and priorities, increased financial stewardship, and alignment of resources consistent with the strategic plan.
5. Embracing a culture of data-informed decision-making and establishing a growing infrastructure for the development and implementation of strategic university

assessment processes including program review.

6. Proactively engaging with the external community through intentional outreach to build mutually beneficial partnerships that strengthen both the institution, the City of Redding, and surrounding areas.

The Commission requires the institution to respond to the following issues:

1. In the context of ongoing change, foster a stable and inviting employment culture that supports the mission of the university. (CFR 3.1)
2. Identify metrics and establish best practices in recruiting and hiring processes to ensure a sufficient number of qualified faculty to successfully deliver current and future programs. (CFR 1.2, 3.2, 3.7)
3. Build on the developing process of regular and systematic program reviews, using the results to drive continuous improvements in programs, learning outcomes and budget allocation decisions. (CFR 4.1, 4.3)

In accordance with Commission policy, a copy of this letter is being sent to the chair of Simpson University's governing board. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the Simpson University's website and widely distributed throughout the institution to promote further engagement and improvement and to support the institution's response to the specific issues identified in these documents. The team report and the Commission's action letter will also be posted on the WSCUC website. If the institution wishes to respond to the Commission action on its own website, WSCUC will post a link to that response on the WSCUC website.

Finally, the Commission wishes to express its appreciation for the extensive work that Simpson University undertook in preparing for and supporting this accreditation review. WSCUC is committed to an accreditation process that adds value to institutions while contributing to public accountability, and we thank you for your continued support of this process. Please contact me if you have any questions about this letter or the action of the Commission.

Sincerely,



Jamiene S. Studley
President

JSS/mbg

Cc: Phillip Doolittle, Commission Chair
Patrick Blewett, ALO
James Postman, Board Chair
Members of the Special Visit team
Mark B. Goor, Vice President