

May 20, 2020

Mr. Michael Groener
President
Holy Names University
3500 Mountain Blvd.
Oakland, CA 94619-1699

Dear President Groener:

This letter serves as formal notification and official record of action taken concerning Holy Names University (HNU) by the Executive Committee of the WASC Senior College and University Commission (WSCUC) at its meeting May 15, 2020. This action was taken after consideration of the HNU Progress Report submitted September 30, 2019. Based on the Executive Committee's review, the Commission takes the actions, offers the commendations, and provides the requirements to follow. The date of this action constitutes the effective date of the institution's status with WSCUC.

Actions

1. Receive the Progress Report that focused on: (1) the status of a loan to cover an outstanding line of credit and costs of a strategic business plan, and, (2) a variance analysis of enrollment projections.
2. Continue with the previously scheduled Mid-Cycle Review to begin May 1, 2020.
3. Continue with the previously scheduled reaffirmation review with the Offsite Review in fall 2023 and the Accreditation Visit in spring 2024.

The Commission commends HNU in particular for the following:

1. Significant improvement in the institutional research function, creating and appropriately supporting the Office of Institutional Research and progressing toward a data driven culture and evidence-based decision-making.
2. Creative approaches by student affairs leadership to assess educational effectiveness and the quality of the student experience including a wide range of surveys and the adoption of the Council for Advancement of Standards (CAS) requirements.
3. The collaboration between academic and student affairs linking curricular and co-curricular experiences in a purposeful way in the First Year Experience course.
4. The thoroughness and quality of the HNU Retention Plan forming the foundation for monitoring and improving student retention.
5. Program review and assessment templates and formalized processes and policies serving as the basis of a continuous improvement academic culture.

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

1. Promote shared governance by institutional leadership increasing and improving communication to and decision-making with its faculty regarding the complexity of the strategic and financial challenges facing the university. (CFR 1.7, 1.8, 3.4, 3.10)
2. Consistently monitor key financial and enrollment metrics by institutional leadership and the board of trustees. (CFR 3.4, 4.2, 4.3, 4.5, 4.6)

3. Urgently operationalize the HNU Marketing and Recruitment Plan and branding initiative and acquire/develop internal marketing competency to assess the effectiveness of the marketing efforts. (CFR 3.4, 3.7, 4.5, 4.7)
4. Structure a board of trustees that reflects broader expertise and greater diversity, and that exemplifies governance best practices including presidential evaluation and succession planning, board self-evaluation, fiduciary oversight, risk management, policies and procedures development, and monitoring changes in the higher education environment. (CFR 3.9, 4.3, 4.6, 4.7)
5. Complete development of an institution-wide assessment plan and processes ensuring sustainable implementation of assessment of institutional performance and educational effectiveness. (CFR 2.2, 2.3, 2.6, 2.7 2.11 4.1)
6. Determine and address the causes of administrative, staff and faculty turnover to retain qualified personnel, and develop succession plans for key administrative, staff and faculty positions to ensure continuity with ongoing operations. (CFR 3.2, 3.4, 3.8 4.6)
7. Empower the new academic leadership during this period of transition to resource and shape the academic administration to be able to operationalize the Institutional Strategic Plan and the Five-year Strategic Business Plan, while fostering a culture, policies and practices involving faculty in shared governance. (CFR 3.4, 3.6, 3.10, 4.6)

In accordance with Commission policy, a copy of this letter will be sent to the chair of HNU's governing board. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the HNU'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 Holy Names 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.

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Sincerely,



Jamiene S. Studley
President

JSS/mam

Cc: Reed Dasenbrock, Commission Chair
John Hofmann, ALO
Steve Borg, Board Chair
Members of the Special Visit team
Maureen A Maloney, Vice President