

July 11, 2022

Dr. Neil Nedley
President
Weimar University
20601 W. Paoli Lane
Weimar, CA 95736

Dear President Nedley:

This letter serves as formal notification and official record of action taken concerning Weimar University (Weimar) by the WASC Senior College and University Commission (WSCUC) at its meeting June 24, 2022. This action was taken after consideration of the report of the review team that conducted the Special Visit to Weimar March 2-4, 2022. The Commission also reviewed the institutional report and exhibits submitted by Weimar prior to the Special Visit and the institution's April 21, 2022 response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleagues Paul Ratsara, Assistant to the President, Jason Martin, Vice President of Academic Affairs, Melissa Garcia, Faculty Senate Member, Dale Northrop, Chief Financial Officer, and Marilyn Eggers, Board of Trustees Member. 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) update on strategic priorities to include investing in human resources; (2) shared governance; (3) financial sustainability; and (4) enrollment planning.
2. Continue with the previously scheduled reaffirmation review with the Offsite Review in spring 2024 and the Accreditation Visit in fall 2024
3. Schedule an Interim Report to be submitted by November 1, 2023 to address: (1) strategic planning; (2) senior academic leadership; (3) board structure; (4) risk exposure; and (5) clarity of relationships with unaccredited academic entities.

The Commission commends Weimar in particular for the following:

1. A clearly articulated mission and vision of health evangelism that is integrated and expressed throughout all levels of the institution. Weimar's staff, faculty, administration, and trustees are dedicated and engaged.
2. The passion and commitment to student success demonstrated by the chairs and faculty.

3. The recent three years of improved financial performance and fiscal responsibility through growth in tuition, increase in donations, balanced budget, and expense management.
4. The auxiliary enterprises of Weimar University that enhance the University mission, enrich the student learning experience, and contribute to financial surpluses and academic program funding.

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

1. **Strategic Planning.** A significant institutional priority is the development of a robust multi-year strategic plan. This should include mapping aspirations to realistically achievable resources, scaffolding for potential growth, defining measurable outcomes, and monitoring of key performance indicators. University-wide buy-in and participation by all community members and stakeholders are essential to a successful strategic planning effort. (CFRs 3.4, 3.5, 4.5, and 4.6)
2. **Senior Academic Leadership.** The timely selection of a senior, qualified leader of Academic Affairs is imperative to achieve consistent quality and integrity of the university's academic programs. This role is necessary to provide vision, planning, program viability, and fiscal oversight of a growing list of academic programs. (CFRs 3.6 and 3.8)
3. **Board Structure.** Development of a Board committee structure is advised and, in some circumstances, required. Separating financial and audit oversight is required, as is a prescribed presidential review process. Committees provide the benefit of expertise and the flexibility of smaller working groups. Weimar needs to ensure that its Board structure complies with the requirements set forth in the WSCUC Governing Board Policy. (CFR 3.9 and WSCUC Governing Board Policy)
4. **Risk Exposure.** The university should provide regular updates to the Board on assessment of institutional risks and corresponding mitigation measures. Significant areas of risk exposure include: reliance on low-cost government health insurance in lieu of private insurance for employees; provision of low-cost housing in lieu of competitive salaries; and uncompensated senior executives. (CFRs 1.7 and 3.4).
5. **Clarity of Relationship with Unaccredited Entities.** Consolidated financial statements must disaggregate the financial ledgers of the University so that it is clear how the University's finances relate to the finances of the larger entity. (CFR 2.12 and WSCUC Agreements with Unaccredited Entities Policy)

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



Jamienne S. Studley
President

JSS/thh

Cc: Phillip Doolittle, Commission Chair
Christina Harris, ALO
Phil Mills, Board Chair
Members of the Special Visit team
Tamela Hawley, Vice President