



20601 West Paoli Lane
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Dear WSCUC Commissioners:

Our faculty, staff, and administration wish to extend our heartfelt thanks to the visiting team for their candid evaluation of Weimar University during the most recent Special Visit, March 2-4. Collectively, we very much appreciate every opportunity to improve our University and believe that following the five recommendations outlined in the summary portion of the team's report will aid in our endeavor to accomplish this. We also appreciate the team's added insights into what might improve our abilities to have a positive report in our 2024 renewal visit.

While we appreciate the team's efforts in our behalf, we do believe that the report leading up to the summary of recommendations has some narrative that may lead the reader to conclude that Weimar University is quite a different place and environment than is the case. Indeed, we found that our experience with the visiting team during this Special Visit to be very different than our initial SAV2 visit in October 2018. We propose that this may be due to the Zoom interface instead of a face-to-face visit, which may have led to some misunderstandings.

Toward this end, the following are our selected responses to the WSCUC visiting team's findings and recommendations found in the Team Report of March 2-4 2022.

A. Investing in Human Resources (p. 5-7)

RE: p. 6, II.A.3, paragraph 3, 4, and 6

The institution is very willing to hire individuals who require a salary and has no policy of doing otherwise. That is, there is no hiring advantage given to volunteers. Rather, we seek out the most qualified person for the position. We have no hesitancy to allocate sufficient funding to attract qualified senior-level candidates.

Dr. Nedley, although not paid by the institution, works full-time for the institute. After reviewing the IRS Form 990, we understand why the team wrote as they did (p. 7). The form they looked at had not been updated from previous years. The IRS Form 990 had a carry-over from 2011 when Dr. Nedley did work half-time for the institution and lived in another state. Since April 2015, Dr. Nedley has worked full-time for the institution, and this will also be reflected in further IRS reports. We have reached out to the IRS to make the update and will bring the corrected version to the commission panel.

In regard to the VP for Academic Affairs (VPAA), we have narrowed our VPAA search to two candidates and hope to have a finalist by the time of the panel. This person will be compensated at a level that is appropriate for the position. The Commission should also know that the WU faculty and staff have played a role in the selection of the VPAA.

B. Shared Governance and Faculty Collective Voice (p. 7-9)

We believe that the visiting team had a misunderstanding of our beliefs regarding "biblical" shared governance. We would like to clarify that the practice of shared decision-making, as outlined by the AAUP, is not in contrast to, or mutually exclusive with, biblical shared governance. God Himself desires to reason with us and encourages questions and exploration. We would like to emphasize that we do not believe our religious values to be in contrast with the tenets of academic shared governance. Toward this end, a copy of our statement on shared governance, with a description of

our Shard Voice Council (SVC) is attached. We wish the commission to also know that the Chair and Chair-Elect of the SVC played a role in preparing and writing this response. Moreover, faculty who were interviewed during the team's visit did not feel as though their voices made it into the team's report.

C. Financial Sustainability and Enrollment Planning (p. 9-14)

Although the report mentions several times that "a significant portion of Weimar's philanthropy supports unrestricted operations", we would like to elucidate that no philanthropy has supported WU operations for the past two years. As is evidenced within the documents supplied with our Institutional Report, if we paid all of the C-level employee positions, we would still be financially stable and operating in the black without donations.

Secondly, the team report states:

The university's enrollment strategy benefits from signed agreements with the Depression Recovery Program at Weimar, Beautiful Minds Counseling Service, and referrals from clinical supervisors at other Seventh-day Adventist Counseling Service Centers. (p. 13)

This statement is out of place and does not refer to Weimar's enrollments or enrollment strategy. The above statement is related to signed agreements that Weimar University has in place with regards to approved clinical sites for the MA in Counseling Psychology and Wellness program when students do their supervised counseling hours. We previously requested that this correction be made in our response to the team.

D. Executing the Strategic Plan (p. 14-15)

The team wrote:

The Strategic Plan must cover not just Weimar University, the institution of higher learning, but also the host of auxiliary enterprises that support the academic programs, which include the NEWSTART Lifestyle Center, Weimar Academy, Weimar Elementary, Weimart, Weimar Lodge, Weimar Cafeteria, and Weimar Bakery.

Although strategic planning was not an emphasis of this special visit, we are grateful that the team delved into this area since strategic planning is linked to everything we do. We continue to work on our strategic plan update and it will incorporate everything that is important to the institution's operations.

The strategic plan presented during the team's visit included only aspects of campus related to the undergraduate and graduate programs since the SAV2 visiting team was only interested in our higher education component. Yet, the current team requested documentation of all of our auxiliary enterprises. Perhaps some misunderstanding on our part resulted from the different approaches of the SAV2 and Special Visit teams.

Again, we sincerely thank the WSCUC Special Visit team for their efforts in our behalf. We believe that despite the misunderstandings and Zoom-challenges of the visit that emerged, the overall process will be very helpful as we move forward. We plan to follow the visiting team's recommendations carefully.

Sincerely,



Neil Nedley, M.D.

Weimar University President