

March 4, 2019

Dr. Joseph Jones
President
Fresno Pacific University
1717 South Chestnut Avenue
Fresno, CA 93702

Dear President Jones:

This letter serves as formal notification and official record of action taken concerning Fresno Pacific University (FPU) by the WASC Senior College and University Commission (WSCUC) at its meeting February 22, 2019. This action was taken after consideration of the report of the review team that conducted the Special Visit to FPU September 17-20, 2018. The Commission also reviewed the institutional report and exhibits submitted by FPU prior to the Special Visit and the institution's December 3, 2018 response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleague Dr. D. Gayle Copeland, Provost/Senior Vice President for Academic Affairs. Your comments were very helpful in informing the Commission's deliberations. The date of this action constitutes the effective date of the institution's new status with WSCUC.

Actions

1. Receive the Special Visit team report that focused on: (1) diversity; (2) strategic planning; and (3) financial stability
2. Continue with the previously scheduled reaffirmation review with the Offsite Review in fall 2021 and the Accreditation Visit in spring 2022

The Commission commends FPU in particular for the following:

1. The detailed, serious and candid response to the Commission's recommendations in its July 15, 2015 letter. The university has focused on the issues raised and worked well to have the community engaged in the Special Visit Report preparation.
2. The nascent efforts at requiring a diversity statement to create clear processes for hiring a diverse faculty and staff. FPU is encouraged to adopt consistent methods for training search committees in assessing those statements.
3. The initial steps to improve communication through committee engagement and minutes distribution, establishing a Board-adopted process for presidential selection, the practice of town hall information meetings, and the expansion of information available through the university's intranet.
4. Progress with stabilizing finances and returning to a net positive operating balance. Enrollments have improved and costs are being assessed in a structured and consistent manner. A significant number of improvements have been made in accounting processes. Communication on financial and budget processes has improved and is well received by the university community. The university currently has strong financial ratios over several years.

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

1. The university (faculty, staff, and students) should continue to articulate its approach to, and definition of, diversity within the FPU context, to develop metrics for achieving their diversity goals, and to determine how the responsibilities for diversity are to be distributed (among the CDO, UDC, and HR). Moreover, the CDO job description should be clear and widely available and the CDO should receive support and training. (CFRs 1.4, 3.7, and WSCUC Equity and Inclusion Policy)
2. The University should pay significant attention to creating a clear, systemized process for decision-making within the university, defining institutional committee purposes, roles and responsibilities of committee members and how each committee fits within the larger governance process of the university. (CFRs 3.6, 3.7, 3.10)
3. The University should pay significant attention to creating clearer, multidimensional pathways for communication among upper administration and university staff, faculty and students. (CFRs 1.7, 1.8)

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

Cc: Reed Dasenbrock, Commission Chair
D. Gayle Copeland, ALO
Joshua Wilson, FPU Board Chair
Members of the Special Visit team
Tamela Hawley, Vice President