

July 14, 2023

Dr. Robin Farias-Eisner
President
Western University of Health Sciences
309 East Second Street
Pomona, CA, 91766-1854

Dear President Farias-Eisner:

This letter serves as formal notification and official record of action taken concerning Western University of Health Sciences (WUHS) by the WASC Senior College and University Commission (WSCUC) at its meeting June 30, 2023. This action was taken after consideration of the report of the review team that conducted the Special Visit to WUHS February 15-17, 2023. The Commission also reviewed the institutional report and exhibits submitted by WUHS prior to the Special Visit and the institution's May 15, 2023 response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleagues Joshua Cameron, Associate Professor, Paula Crone, Provost and Chief Academic Officer, Suresh Appavoo, VP for Humanism, Equity, & Anti-Racism, Robert Bruce, Lead Journeyman Painter/Vice Chair of Staff Council, Theresa Tibbs, Chief Human Resource Officer, Sunil Prabhu, Dean and Professor, Hyma Gogineni, Associate Professor, and Stephanie D. Bowlin, Associate Vice President for Institutional Research. 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 shared governance, Board of Trustees, and equity and inclusion
2. Remove a Formal Notice of Concern
3. Continue with the previously scheduled reaffirmation review with the Offsite Review in fall 2025 and the Accreditation Visit in spring 2026

The Commission commends WUHS in particular for the following:

1. Shared Governance

- a. Delineating principles of shared governance, including in the Faculty Handbook
- b. Creating an expanded shared governance committee structure including five branches: Academic Senate, Dean's Council, Student Government Association; Staff Council, and the University Executive Operations Team,

with engagement and enthusiasm from many constituencies and leaders for these new approaches

- c. Establishing a new and well-functioning Staff Council organized and implemented by staff.

2. Board of Trustees

- a. Developing its capacity to identify, vet, and recruit new Board of Trustees members
- b. Increasing its size and expertise in areas such as research, health sciences, and finance, while adding representation from the Oregon campus
- c. Creating committees with clear charters, expanded membership, and the capacity to explore and assess issues and make recommendations to the full Board

3. Diversity, Equity, and Inclusion

- a. Progressing in the areas of diversity, equity, and inclusion through the thoughtful and ambitious planning of the university and college Humanism, Equity, and Anti-Racism offices and the continuing initiatives championed by students
- b. Creating a positive trajectory of this work which has energized constituencies across the university.

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

1. Board of Trustees

- a. Develop clear guidelines about what university initiatives need its approval versus its counsel and advice
- b. Develop an evidence-based culture to guide Board decision-making, including the use of dashboards and other sources of evidence to assess the ongoing performance of the university
- c. Maintain Board independence to ensure a balancing of interests and priorities consistent with the mission and related fiduciary responsibilities of the institution. (CFR 3.9)

2. Diversity, Equity, and Inclusion

Prioritize and adequately fund the implementation of the institution's goals expressed in its DEI/WISDOM plan, including recruitment and retention of faculty and on-time graduation of students, policy and programmatic initiatives, student learning outcomes and curricular improvements, and assessment of the effectiveness of DEI programs (CFR 1.4)

3. Data Driven Culture

Collect evidence on the efficacy of the new shared governance and human resources structures with specific attention to their impact on data driven decision making. (CFR 4.2)

In accordance with Commission policy, a copy of this letter is being sent to the chair of WUHS's governing board. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the WUHS'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 WUHS 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, Immediate Past Chair
Tracy Poon Tambascia, Chair
Juan Ramirez, ALO
Consuelo Callahan, Board Chair
Members of the Special Visit team
Tamela Hawley, Vice President