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Mary Ellen Petrisko

March 6, 2015

President James Fitzgibbon
Regional School Administrator and CEO
Kaiser Permanente School of Allied Health Sciences
938 Marina Way South
Richmond, CA 94804

Dear President Fitzgibbon:

At its meeting February 18-20, 2015, the WASC Senior College and University Commission (WSCUC) considered the report of the Seeking Accreditation Visit 2 team that conducted an Onsite Review of the Kaiser Permanente School of Allied Health Sciences (KPSAHS) September 8-10, 2014. The Commission also had access to the institution's report and supporting exhibits submitted prior to the visit, and the Candidacy Capacity & Preparatory Report of the team which conducted a visit to the institution April 17-19, 2013, as well as the transmittal letter from your WSCUC liaison after that visit. The Commission appreciated the opportunity to engage with you and Dr. Darryl Jones, Medical Director, Kristina Lopez, Associate School Administrator and ALO, and Dr. Betty Sundberg, Educational Consultant. Your comments were helpful during the Commission's deliberations.

KPSAHS elected to continue its consideration for WSCUC accreditation under the new "Seeking Accreditation" process approved by the Commission in June 2014. Under this new format, the institution prepared a comprehensive report that engaged in detail the four Standards of Accreditation and their associated Criteria for Review, as found in the *2013 Handbook of Accreditation*.

Based on the team's report and the other information sources as identified above, the Commission has determined the following with regards to the institution's compliance with each of the WSCUC Standards of Accreditation.

Standard 1: Defining Institutional Purposes and Enduring Educational Objectives

The Commission has determined that the institution has met this Standard.

The Commission commends the institution's achievements under this Standard for its focused and precisely articulated mission, accompanied by specific learning objectives at all levels, which is broadly embraced by all institutional stake holders. In addition, leadership at both the Board and executive levels is highly qualified and deeply committed, leading to a unified perspective on institutional purpose.

Standard 2: Achieving Educational Objectives Through Core Functions

The Commission has determined that the institution has met this Standard.

The Commission commends the institution's achievements under this Standard for the development of rigorous bachelor degree programs that reflect a high standard of expected professional competency coupled with careful alignment of institutional learning outcomes with General Education program outcomes. Likewise, the program review process is being used to both assess and modify curriculum delivery to better achieve stated goals, evidence of the institution's commitment to "closing the loop." Finally, the KPSAHS has committed to the development of extended student services, representative of a comprehensive institution of higher education.

Standard 3: Developing and Applying Resources and Organizational Structures to Ensure Quality and Sustainability

The Commission has determined that the institution has met this Standard.

The Commission commends KPSAHS's achievements under this Standard for a highly trained, professionally certified/licensed, and dedicated faculty, who evidence a commitment to the further growth of a culture of learning and research. In the context of a well-developed organizational structure, there is abundant evidence of a high degree of integrity and effectiveness of the administration. In addition, the institution provides a broad and accessible information resource network.

Standard 4: Creating an Organization Committed to Quality Assurance, Institutional Learning, and Improvement

The Commission has determined that the institution has met this Standard.

The Commission commends the institution's achievement under this Standard for the development of a culture of inquiry that is consistent across all levels, and its precise deployment of quality assurance processes, especially its assessment plans. In addition, the institution evidences a keen awareness of the need to engage all stakeholders in quality assurance processes.

In view of the above, the Commission acted to:

1. Receive the Seeking Accreditation Visit team report and grant Initial Accreditation to Kaiser Permanente School of Allied Health Sciences, for a period of five years, with an effective date of September 10, 2014.
2. Schedule the next comprehensive review with the Offsite Review in spring 2019 and the Accreditation Visit in fall 2019.
3. Require a Mid-Cycle Review in spring 2018.

In taking this action to grant initial accreditation, the Commission confirms that Kaiser Permanente School of Allied Health Sciences has satisfactorily addressed the three Core Commitments to Student Learning and Success, Quality and Improvement, and Institutional Integrity, Sustainability, and Accountability. The Commission also confirms that the institution has successfully completed this review conducted under the 2013 Standards of Accreditation. Between the action and the time of the next review, the institution is expected to maintain its compliance with WSCUC Standards and uphold its commitment to continuous quality improvement. It is also expected to continue its progress in the following areas:

1. The development of a Board of Trustees that is fluent in the issues of higher education, and that takes responsibility for a parallel evaluation of the institution's CEO.
2. The expansion of a faculty culture that includes a structure of expectations and rewards common to a comprehensive higher education institution.
3. The augmentation of student services to embrace the fuller menu of professional needs generally desired by an engaged student body (e.g., counseling services, accommodations for disabilities, and tutoring).
4. The enhancement of data analysis in the context of assessment and program review to generate operational evidence for continued improvement in educational effectiveness.

Accreditation status is not granted retroactively. However, the Commission may set the effective date of accreditation up to six months prior to its action, and hereby designates September 10, 2014 as the effective date for Initial Accreditation for Kaiser Permanente School of Allied Health Sciences.

Institutions granted the status of accreditation must use the following statement if they wish to describe the status publicly:

Kaiser Permanente School of Allied Health Sciences is accredited by the WASC Senior College and University Commission (WSCUC), 985 Atlantic Avenue, Suite 100, Alameda, CA 94501, 510.748.9001.

The accredited status of a program should not be misrepresented. The accreditation granted by WSCUC refers to the quality of the institution as a whole. Because institutional accreditation does not imply specific accreditation of any particular program at the institution, statements such as "this program is accredited" or "this degree is accredited" are incorrect and misleading. The phrase "fully accredited" is also to be avoided, since no partial accreditation is possible.

The Commission stipulates that this action encompasses the degrees offered by Kaiser Permanente School of Allied Health Sciences at the time of this action, as listed in the attached Consolidated List of Currently Conferred Degrees. In keeping with the WSCUC Policy on Degree Level Approval, Kaiser Permanente School of Allied Health Sciences is designated as having an "I" (Individual) status for each of the degree levels currently being offered. This means that all new degree programs initiated by the institution will require prior approval through WSCUC's Substantive Change process. Degree programs that have been reviewed and included under this action may be extended to other currently approved locations of the institution without prior Substantive Change action. Offerings at new locations may need to go through Substantive Change approval, in accordance with the requirements stated in the Substantive Change Manual.

In accordance with Commission policy, a copy of this letter will be sent to the chair of Kaiser Permanente School of Allied Health Sciences' governing board in one week. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the institution's website and widely disseminated 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 action letter also will 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.

Finally, the Commission wishes to express its appreciation for the extensive work that Kaiser Permanente School of Allied Health Sciences 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 participation in this process. Please contact me if you have any questions about this letter or the action of the Commission.

Sincerely,



Mary Ellen Petrisko
President

MEP/cno

Cc: William Ladusaw, Commission Chair
Kristina Lopez, ALO
Rosemary Viramontes, Board Chair
Members of the Seeking Accreditation Visit 2 Team
Christopher Oberg, Vice President