

March 4, 2019

Dr. Mohamed Albaili
Vice Chancellor
United Arab Emirates University
P. O. Box 15551
Al Ain, United Arab Emirates 15551

Dear Vice Chancellor Albaili:

This letter serves as formal notification and official record of action taken concerning United Arab Emirates University (UAEU) 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 UAEU October 23-25, 2018. The Commission also reviewed the institutional report and exhibits submitted by UAEU prior to the Special Visit and the institution's December 19, 2018 response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleague, Paul Zingg, President Emeritus, California State University Chico and UAEU Board 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 new status with WSCUC.

Actions

1. Receive the Special Visit team report that focused on: (1) governance; (2) faculty turnover; (3) affirmative action policy; (4) library; (5) English proficiency; and (6) graduate study and research resources
2. Continue with the previously scheduled reaffirmation review with the Offsite Review in spring 2021 and Accreditation Visit in fall 2021
3. Continue with the previously scheduled Mid-Cycle Review to begin May 1, 2019

The Commission commends UAEU in particular for the following:

1. Exemplary attention to all WSCUC recommendations outlined in the 2016 Commission Action Letter.
2. Detailed analysis of the issue of faculty turnover, including an in-depth disaggregated study.
3. Support of Library initiatives, beginning with its recruitment and hiring of key leadership positions, and funding for the design of detailed space planning that will result in positive changes in the user experience.
4. The smooth transition in senior leadership of the university (chancellor, vice-chancellor, provost).
5. The development of an ambitious strategic plan which seems to have strong campus buy-in and an impressive tracking system.

The Commission requires the institution to respond to the following issues in the institutional report prepared for the reaffirmation visit.

1. Strengthen governance by making the University Council more effective and by differentiating between its oversight role and that of university administration. (CFRs 3.7 and 3.9)
2. Ensure that consistency is maintained as more authority is delegated to deans in terms of salary and teaching load. (CFR 3.2)
3. Evaluate (and revise as necessary) human resources administrative policies and procedures which may impede recruitment, hiring, and procurement. (CFRs 3.2 and 3.6)
4. Streamline procedures for supporting research. (CFR 3.7)
5. Assess the effects of the increase in English Language Proficiency Standard test scores. (CFRs 4.1 and 4.3)
6. Address the shortfalls in Library resources and staff funding by establishing new permanent baseline funding. (CFR 3.5)
7. Diversify revenue streams in order to support the goals of increased research and graduate education. (CFR 3.4)

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

Cc: Reed Dasenbrock, Commission Chair
Essam Abdul-Hafiz, ALO
H.E. Saeed Ahmed Ghobash, Board Chair
Members of the Special Visit team
Richard Osborn, Vice President