March 2, 2016

Dr. Nabil Ibrahim  
Chancellor  
Abu Dhabi University  
P.O. Box 59911  
Abu Dhabi 59911  
United Arab Emirates

Dear Dr. Ibrahim:

This letter serves as formal notification and official record of action taken concerning Abu Dhabi University (ADU) by the WASC Senior College and University Commission (WSCUC) at its meeting February 17-19, 2016. This action was taken after consideration of the report of the review team that conducted the Special Visit (which functioned as a Seeking Accreditation Visit 2 (SAV 2)) to ADU December 8-10, 2015. The Commission also reviewed the institutional report and exhibits submitted by the university prior to the Special Visit and the institution’s January 31, 2016 response to the team report. The Commission appreciated the opportunity to discuss the review with you and your colleague Richard Gibb, Provost. 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 (SAV 2) report
2. Grant Initial Accreditation for a period of six years
3. Schedule an Offsite Review for fall 2021 and the Accreditation Visit for spring 2022
4. Schedule the Mid-Cycle Review for spring 2019
5. Schedule a Special Visit in spring 2019 to address the following:
   a. Continued progress in sustaining revenue streams, including fund raising, continuation of the military contract, potential research grants, and Al Ain campus enrollments
   b. More complete implementation of the University’s Strategic Plan, particularly related to its research initiatives
   c. Demonstration of effectiveness of its Enrollment Management Plan, including impact on retention and completion rates as specified in the Strategic Plan
   d. Verification of the effectiveness of the new degree programs being initiated at this time and subsequent to this action.
Commendations

The Commission commends Abu Dhabi University in particular for the following:

1. Abu Dhabi University is to be commended for its success in expanding its faculty by adding 42 qualified faculty to its ranks in the past year.

2. Abu Dhabi University is to be commended for establishing a Strategic Enrollment Management Committee, developing a comprehensive enrollment plan, and recruiting for a Director of Strategic Enrollment Management.

3. Abu Dhabi University is to be commended for retaining professional consultants to conduct a thorough analysis of the University's compensation plans and for making significant enhancements in the salary and benefits packages of its faculty and staff.

4. Abu Dhabi University is to be commended for allocating US$2.5 million annually for five years as seed money for faculty research, including for the development of three new research centers.

5. Abu Dhabi University is to be commended for implementing interventions to address retention, including a successful peer mentoring program, linked to a noted increase in graduation rates in the last two years.

Recommendations

The Commission identifies the following issues for further development.

1. The University should conclude its search for a qualified Director of Enrollment Management and demonstrate the effectiveness of its Enrollment Management Plan in terms of meeting program-specific enrollment targets and ensuring that students are retained until completion of their degrees. (CFRs 2.13. 3.1)

2. The University’s ambitious plans for increasing faculty and student research, supported by the allocation of seed funding for the next five years, should be carefully monitored to ensure that the initiative is achieving its goals. (CFRs 2.8, 3.5, 4.3)

3. The multi-dimensional Strategic Plan that sets the directions for the University going forward should be monitored in terms of key performance indicators in order to make needed adjustments in priorities, fiscal resources, and personnel. (CFRs 4.5, 4.6)

By granting Initial Accreditation, the Commission confirms that Abu Dhabi University has satisfactorily addressed the Core Commitments to Student Learning and Success; Quality and Improvement; and Institutional Integrity, Sustainability, and Accountability and is found to be in substantial compliance with WSCUC’s 2103 Standards of Accreditation. Between this 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.

Accreditation status is not granted retroactively. Institutions granted the status of accreditation must use the following statement if they wish to describe the status publicly:

Abu Dhabi University is accredited by the WASC Senior College and University Commission (WSCUC), 985 Atlantic Avenue, Suite 100, Alameda, CA 94501, +1.510.748.9001.
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 Abu Dhabi University at the time of this action, as listed at the end of this letter as the Consolidated List of Currently Offered Degrees. In keeping with the WSCUC Policy on Degree Level Approval, ADU 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 campuses 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 the Abu Dhabi University 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 ADU 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 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 Abu Dhabi University undertook in preparing for and supporting this accreditation review. WSCUC is committed to an accreditation process that adds value to institutions while assuring public accountability, and we are grateful 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,

[Signature]

Mary Ellen Petrisko
President

CC:  William Ladusaw, WSCUC Commission Chair
      Heather Lynn Friesen, ALO
      H.H. Sheikh Hamdan Bin Zayed Al Nahyan, President, Board of Regents
      Members of the Special Visit team
      Geoff Chase, WSCUC Vice President and ADU Staff Liaison
# Consolidated List of Currently Conferred Degrees by Abu Dhabi University

1. Bachelor of Arts in Arts, Culture and Heritage Management  
2. Bachelor of Arts in Mass Communication  
3. Bachelor of Science in Environmental Health and Safety  
4. Bachelor of Science in Public Health  
5. Bachelor of Arts in English  
6. Bachelor of Arts in Persian Language  
7. Bachelor of Science in Environmental Science  
8. Bachelor of Business Administration  
9. Bachelor of Business Administration in Accounting  
10. Bachelor of Business Administration in Finance  
11. Bachelor of Business Administration in Human Resource Management  
12. Bachelor of Business Administration in Management  
13. Bachelor of Business Administration in Marketing  
14. Bachelor of Public Law  
15. Bachelor of Architecture  
16. Bachelor of Science in Chemical Engineering  
17. Bachelor of Science in Computer Engineering  
18. Bachelor of Science in Interior Design  
19. Bachelor of Science in Mechanical Engineering  
20. Bachelor of Science in Aviation  
21. Bachelor of Science in Civil Engineering  
22. Bachelor of Science in Electrical Engineering  
23. Bachelor of Science in Information Technology  
24. Professional Graduate Diploma in Teaching  
25. Master of Business Administration  
   - MBA with concentration in Finance  
   - MBA with concentration in Human Resource Management  
26. Executive MBA  
27. Master of Human Resource Management  
28. Master of Science in Civil Engineering (Construction Engineering – Management concentration)  
29. Master of Science in Civil Engineering (General Civil Engineering)  
30. Master of Science in Civil Engineering (Structural Engineering Concentration)  
31. Master of Engineering Management  
32. Master of Engineering in Electrical and Computer Engineering  
33. Master of Project Management  
34. Master of Science in Information Technology  
35. Master of Private Law  
36. Master of Public Law  
37. Master of Strategic Leadership  
38. Doctoral of Business Administration