

July 8, 2020

Dr. Mikhail Brodsky
President
Lincoln University
401 15th Street
Oakland, CA 94612

Dear President Brodsky:

This letter serves as formal notification and official record of action taken concerning Lincoln University (LU) by the WASC Senior College and University Commission (WSCUC) at its meeting June 26, 2020. This action was taken after consideration of the report of the review team that conducted the Seeking Accreditation Visit 3 to LU May 7-8, 2020. The Commission also reviewed the institutional report and exhibits submitted by LU prior to the Seeking Accreditation Visit 3 and the institution's June 8, 2020 response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleagues Dr. Marshall Burak, Board Member, Albert Loh, Chief Financial Officer, and Reenu Shrestha, Assistant to the President and ALO. 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 Seeking Accreditation Visit 3 team report
2. Grant Initial Accreditation for a period of six years
3. Schedule the reaffirmation review with the Offsite Review in fall 2025 and the Accreditation Visit in spring 2026
4. Schedule the Mid-Cycle Review to begin on May 1, 2023
5. Schedule an Interim Report to be submitted by November 1, 2021 to address:
 - a. an update on the communication and reporting channels between the Chief Financial Officer (CFO) and the board.
 - b. the development of flexible and agile operational plans and budget scenarios that address enrollment uncertainties.
 - c. an update on continued work to meet all requirements of Department of Education heightened cash monitoring.
 - d. an update on policies and procedures Lincoln has put in place to ensure compliance with Department of Homeland Security visa regulations.

The Commission commends LU in particular for the following:

1. Comprehensive information technology plans that fully integrate the technology infrastructure to better support the needs of students and the institution. The implementation of the new student information system and future incorporation of the

registrar and financial systems will continue to improve the technology infrastructure and institutional capacity to support students.

2. Immediate action in securing COVID-19 financial support in the amount of \$660,000 from the Payroll Protection Program (PPP) to support employees and the application and pending approval of the US Department of Education for Commercial and Government Entity (CAGE) funds in the amount of \$310,000 to support students.
3. Commitment to diversify revenue sources through the establishment of the Donor Fund Development Committee with its innovative approach to fund development, pursuing domestic student enrollments, and successful real estate investment strategies.
4. Progress made to centralize functions related to human resources and update policies and procedures consistent with best practices in higher education.
5. Professionalism, knowledge and capacity of the financial aid operation and the transition of the institution from HCM2 to HCM1.

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

1. The chief executive officer should be in frequent communication with institutional leadership and the Board with financial, operational, and budgetary updates during periods of crisis, such as the COVID-19. This is critical to provide oversight to the institution during this period where there is uncertainty and high risk.
2. Lincoln University should ensure that the chief financial officer in conjunction with the CEO provides regular information to the Board on the financial status of the institution to better support the board of trustees in fulfilling their fiduciary responsibilities.
3. The institution should immediately develop risk-mitigating operational plans and budgets under different scenarios which will allow LU to be flexible and agile, particularly during times of uncertainty.
4. Lincoln University should continue to work with the Department of Education to meet all requirements as it moves through the stages to eliminate heightened cash monitoring.

In taking this action to grant Initial Accreditation, the Commission confirms that LU has addressed the three Core Commitments and has successfully completed the institutional review process for Initial Accreditation conducted under the 2013 Standards of Accreditation. In keeping with WSCUC values, LU should strive for ongoing improvement with adherence to all Standards of Accreditation and their associated CFRs to foster a learning environment that continuously strives for educational excellence and operational effectiveness.

LU must use the following statement if it wishes to describe its accreditation status publicly:

Lincoln University is accredited by the WASC Senior College and University Commission (WSCUC), 985 Atlantic Avenue, Suite 100, Alameda, CA 94501, 510.748.9001.

Federal law requires that the WSCUC address and phone number appear in your catalog.

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 LU at the time of this action, as listed at the end of this letter as the Consolidated List of Currently Offered Degrees. Any proposed new degree programs, off-campus sites, online offerings, and/or changes in governance or ownership require review and approval through the 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 LU’s governing board. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the LU’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 LU 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: Phillip Doolittle, Commission Chair
Reenu Shresta, ALO
Allan Samson, Board Chair
Members of the Seeking Accreditation Visit #3 team
Tamela Hawley, Vice President

Attachment: Consolidated List of Currently Offered Degrees

Lincoln University
Consolidated List of Currently Offered Degrees

Degree Program	Level	Modality
Bachelor of Arts in Business Administration	Bachelors	On-Site
Bachelor of Science in Diagnostic Imaging	Bachelors	On-Site
Doctor of Business Administration	Professional Doctorate	On-Site
Master of Business Administration	Masters	On-Site
Master of Science in Finance Management	Masters	On-Site
Master of Science in International Business	Masters	On-Site