

June 15, 2023

Lt. Colonel James LaBossiere
Training Principal
The Salvation Army College for Officer Training Eastern Territory
201 Lafayette Avenue
Suffern, NY 10901-4707

Dear Lt. Colonel LaBossiere:

The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges, at its meeting June 7-8, 2023, reviewed the Institutional Self-Evaluation Report (ISER), evidentiary materials, and Teach-Out Plan submitted by The Salvation Army College for Officer Training Eastern Territory in support of its application for Candidacy. The Commission also considered the Peer Review Team Report (Team Report) prepared by the peer review team that conducted its onsite visit to the College April 18-21, 2023.

The purpose of this review was to determine whether the College demonstrates the ability to meet all the Accreditation Standards and Commission policies, or to fully meet them within the two-year Candidate period. Upon consideration of the written information noted above, the Commission acted to **Grant Candidacy** (preaccreditation). ACCJC's grant of preaccreditation, per the institution's request, does not include participation in Title IV, Higher Education Act programs. The Commission also acted to **accept the Teach-Out Plan** submitted as part of the Candidacy application.

Commendations

Commendations signify institutional practices for which the Commission believes exceed Standards. The Commission recognizes the exemplary performance of The Salvation Army College for Officer Training Eastern Territory in the following areas.

Standard I.A.1, I.A.3, I.B.1, I.B.4, II.A.7, II.C.5, III.B.2 (Commendation 1): The Commission commends the college for its dedication to its mission to develop cadets in knowledge, capabilities, spirit, and character through its thoughtful academic programming, holistic and comprehensive support services, and effective facilities across each cadet's educational journey.

Compliance Requirements

The Commission determined that the College must demonstrate compliance with the following Standards, as identified in the College recommendations in order to achieve Initial Accreditation. This demonstration must be addressed in a Follow-Up Report, which will serve as your application for Initial Accreditation.

Standard I.B.2, II.A.11 (College Requirement 1): In order to achieve initial accreditation, the Commission requires that the College aligns their general education learning outcomes to ACCJC's programmatic learning outcomes (communication competency, information competency, quantitative competency, analytic inquiry skills, ethical reasoning and ability to engage diverse perspectives).

Standards I.B.3 (College Requirement 2): In order to achieve initial accreditation, the Commission requires that the College establishes institution-set standards for student achievement, appropriate to its mission, assesses how well it is achieving them in pursuit of continuous improvement, and publishes this information.

Standard II.A.9 (College Requirement 3): In order to achieve initial accreditation, the Commission requires that the College documents its policy on clock to credit hours conversion.

Standard II.A.12 (College Requirement 4): In order to achieve initial accreditation, the Commission requires that the College formalizes processes that demonstrate alignment of their general education curriculum to their academic program.

Standard IV.C.7 (College Requirement 5): In order to achieve initial accreditation, the Commission requires that the Strategic Oversight Council (SOC) regularly assesses its policies and bylaws for their effectiveness in fulfilling the college's mission and revises them as necessary.

Standard IV.C.9 (College Requirement 6): In order to achieve initial accreditation, the Commission requires that the Strategic Oversight Council (SOC) develops an ongoing training program for board development, including new member orientation.

Standard IV.C.10 (College Requirement 7): In order to achieve initial accreditation, the Commission requires that the Strategic Oversight Council creates a clear process to evaluate its effectiveness including full participation in board training and results of such evaluation be available to the public as appropriate.

Standard IV.C.11 (College Requirement 8): In order to achieve initial accreditation, the Commission requires that the Strategic Oversight Council (SOC) develops a clearly defined policy for dealing with behavior that violates its code and implements it when necessary.

Recommendations for Improving Institutional Effectiveness

The Peer Review Team Report noted Recommendations 9 and 10 for improving institutional effectiveness. Improvement recommendations do not identify current areas of deficiency in institutional practice, but consistent with its mission to foster continuous improvement through the peer review process, the Commission encourages institutions to give serious consideration to these recommendations and the advice contained in the Peer Review Team Report. In the Midterm Report, the College will include actions taken in response to the improvement recommendations.

Next Steps

The Team Report provides details of the peer review team's findings. The guidance and recommendations contained in the Report represent the best advice of the peer review team at the time of the visit but may not describe all that is necessary for the College to improve or to come into compliance. A final copy of the Team Report is attached.

The Commission requires that you disseminate the ISER, the Team Report, the Teach-Out Plan, and this letter to all campus constituencies and the public by placing copies on the College website within seven business days of your receipt. Please note that in response to public interest in accreditation, the Commission requires institutions to post current accreditation information on a Web page no more than one click from the institution's home page. In keeping with ACCJC policy, the Commission action will also be posted on the ACCJC website within 30 days of the date of the Commission's action.

In accordance with federal regulations, Candidacy is a formal affiliation status granted to institutions that have successfully undergone an Eligibility review, as well as a comprehensive review process using the Accreditation Standards, including preparation of an Institutional Self-Evaluation Report and a review by a peer review team. Candidacy is granted when the institution demonstrates the ability – as it continues to develop – to fully meet all the Accreditation Standards and Commission policies within the two-year Candidate period. During Candidacy, the institution undertakes the necessary steps to reach demonstrable and complete compliance with Accreditation Standards. Candidate status may be extended for two years, for a total period not to exceed four years. Institutions that have achieved Candidacy status may make public representations about their relationship with the Commission. Please refer to ACCJC's "[Policy on Representation of Accredited Status.](#)"

The next report from the College will be the Follow Up Report, which will serve as your application for Initial Accreditation¹, **due no later than March 15, 2025. This report submission will be followed a visit from a peer review team.** In close consultation with your ACCJC Staff Liaison, Dr. Gohar Momjian, you are advised to move forward toward the next stage of

¹ Institutions preparing and submitting Midterm Reports, Follow-up Reports, and Special Reports to the Commission should review *Guidelines for Preparing Institutional Reports to the Commission*, found on the ACCJC website at <https://accjc.org/guides-and-manuals/>.

accreditation, as described in the document, *Eligibility, Candidacy, and Initial Accreditation Manual* (March 2022) and the *Guide to Institutional Self-Evaluation, Improvement, and Peer Review* (March 2023), which are available on the ACCJC website. At a time determined in consultation with your liaison, a site visit will be arranged to verify the findings of the Follow-up report.

On behalf of the Commission, we wish to express appreciation for the diligent work and thoughtful reflection that The Salvation Army College for Officer Training Eastern Territory undertook to prepare for this review. These efforts confirm that peer review can serve the multiple constituencies of higher education by both ensuring and encouraging institutional quality and effectiveness.

If you have any questions about this letter or the Commission's action, please feel free to contact Dr. Mac Powell or the vice president assigned as liaison to your institution.

Sincerely,



Mac Powell, MBA, Ph.D.
President



Lori Gaskin, Ph.D.
Chair

cc: Dr. Dennis Vanderweele, Accreditation Liaison Officer

Attachment