

Institutional Accreditation Standards

STANDARD 6 INSTITUTIONAL RESOURCES

The institution has the human, financial, physical, and technological resources needed to achieve its mission and has implemented policies and procedures to manage these resources effectively.

6a. HUMAN RESOURCES

ESSENTIAL ELEMENTS

Relative to this standard, an accredited institution is characterized by . . .

1. An adequate number of qualified personnel to provide basic services to students, faculty, and administration.
2. Written policies and procedures for hiring, evaluating, promoting, and dismissing personnel based on principles of fairness and respect for individual rights.
3. Demonstrated commitment to provide adequate resources for employee welfare including professional development.
4. Policies and practices that support employee diversity appropriate to the institution's theological and cultural context.
5. An organizational climate that encourages job satisfaction, collegiality, and respect among personnel.
6. Published and accessible descriptions of organizational structures, job responsibilities, and employee policies.
7. Appropriate provisions for the protection of personnel from threat of harm or loss, including emergency and crisis response measures.

6b. FINANCIAL RESOURCES

ESSENTIAL ELEMENTS

Relative to this standard, an accredited institution is characterized by . . .

1. Evidence of financial stability documented by independent, opinioned audits, prepared by a licensed accounting professional, approved by the board, and made available to the public.
2. A budgeting process that serves as an effective instrument of financial oversight and planning.
3. The cultivation of adequate revenue streams sufficient to realize institutional goals.
4. Risk management policies and procedures sufficient to safeguard assets and promote effective stewardship of resources.
5. Appropriate board oversight of financial management to meet public accountability obligations.
6. Sufficient financial reserves to enable effective response to unforeseen financial circumstances and enrollment fluctuations.

7. Adequate internal controls to safeguard assets and protect personnel from accusations of wrongdoing.
8. Evidence that institutional planning informs the budgeting process.

6c. PHYSICAL RESOURCES

ESSENTIAL ELEMENTS

Relative to this standard, an accredited institution is characterized by . . .

1. Evidence that facilities, equipment, and supplies are adequate to support institutional mission, to achieve educational goals, and to ensure continuity of offerings.
2. Sufficient personnel and procedures to maintain physical resources adequately.
3. Evidence that physical resource needs are identified and addressed in the planning process.
4. Facilities and services compliant with applicable health, safety, and disability access codes.
5. Appropriate provisions for the protection of physical resources from threat of harm or loss, including crisis response measures.

6d. TECHNOLOGICAL RESOURCES

ESSENTIAL ELEMENTS

Relative to this standard, an accredited institution is characterized by . . .

1. Appropriate technology to support the institution's educational and operational effectiveness.
2. Systematic allocation of resources to maintain current and support future technological capacity.
3. Ongoing training and support for technology personnel and users, including staff and students.
4. Clearly stated policies and procedures regarding technological resources, services, and security, including compliance with privacy regulations.

[Applicable Policies: Policy on Semi-Autonomous Institutions]