

March 8, 2022

Dr. Maria Klawe
President
Harvey Mudd College
301 Platt Boulevard
Claremont, CA 91711-5990

Dear President Klawe:

This letter serves as formal notification and official record of action taken concerning Harvey Mudd College (HMC) by the WASC Senior College and University Commission (WSCUC) at its meeting February 25, 2022. This action was taken after consideration of the report of the review team that conducted the Thematic Pathway for Reaffirmation (TPR) Accreditation Visit to HMC October 12-15, 2021. The Commission also reviewed the institutional report and exhibits submitted by HMC prior to the Accreditation Visit, and the institution's January 5, 2022, response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleagues Lisa Sullivan, Vice President of Academic Affairs and Dean of Faculty, Laura Palucki Blake, Assistant Vice President for Institutional Research and Effectiveness, Ann Esin, Associate Professor of Physics, Marco Antonio Valenzuela, Vice President of Student Affairs and Dean of Students, and Kathy Van Heuvelen, Associate Dean of the Faculty. 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 Accreditation Visit team report
2. Reaffirm accreditation for a period of ten years
3. Schedule the next reaffirmation review with the Offsite Review in spring 2031 and the Accreditation Visit in fall 2031
4. Schedule an Interim Report to be submitted by November 1, 2025, to address:
 - a. a sustainable, comprehensive infrastructure for equity, diversity, and inclusion, which includes shared principles across all constituencies and is supported by appropriate resources.
 - b. attention to staff workload and decision-making processes, especially for staff involved in implementing decisions or new initiatives.
 - c. faculty engagement in co-curricular programming and services and strengthened connections between student affairs and academic affairs.
 - d. communication with faculty regarding expectations for promotion and tenure, including the role of research and scholarship.

The Commission commends Harvey Mudd College in particular for the following:

1. Broadly held and exceptional commitment to student learning and success and mission-driven ethos.
2. Caring, collaborative, and supportive community and especially the ethos that students support each other in their endeavors and success.
3. Genuine commitment to issues of diversity, equity, and inclusion, as well as the significant diversification of the student body, recognizing there is still progress to be made.
4. Candid and deeply data-informed examination of the critical issues confronting the college, including the use of data by academic departments and Division of Student Affairs in service of continued reflection and improvement.
5. Thoughtfully staged, faculty driven, and inclusive process by which the Core Curriculum is being revised and associated attention to ensuring its sustainability.
6. Expansion of the Division of Student Affairs to support student life, and its work to connect co-curricular programming to the overall college mission.
7. Clear and impactful actions to address student workload and stress through revisions to the curriculum and student services.

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

1. Develop a sustainable, comprehensive infrastructure for equity, diversity, and inclusion, which includes shared principles across all constituencies and is supported by appropriate resources. (CFRs 1.4, 3.1, Equity and Inclusion Policy)
The Commission appreciated learning about the initiatives underway in the area of justice, equity, diversity, and inclusion.
2. Continue progress on “healthy excellence” with special attention to clarifying and assessing the outcomes that would lead Harvey Mudd to conclude it is creating a culture of healthy excellence. (CFRs 3.7, 4.1, 4.3, 4.4)
3. Strengthen attention to staff workload by ensuring their involvement in decision-making processes on campus, especially with staff who will be involved in implementing decisions and new initiatives. (CFRs 3.1, 3.2)
4. Continue progress with co-curricular programming and services with an emphasis on developing strategies that include faculty perspective and participation and use assessment to advance programming with academic affairs in support of the Harvey Mudd mission. (CFRs 2.11, 2.13, 4.1, 4.3)
5. Provide greater clarity, consistency, and structure in communicating to faculty regarding expectations for promotion and tenure, particularly but not limited to assistant professors. This should include a clearer elaboration of the role of research and scholarship in faculty assessment at all levels. (CFRs 2.8, 2.9, 3.2)
The Commission appreciated learning about the progress being made on promotion and tenure criteria.
6. Use the opportunity of the upcoming presidential search to broadly engage all stakeholders in reflecting on the mission and values of Harvey Mudd College and what actions should be considered to best realize them in light of the evolution of the college and changes in the higher education and societal landscape. (CFRs 1.1, 4.6, 4.7)

In taking this action to reaffirm accreditation, the Commission confirmed that Harvey Mudd College addressed the three Core Commitments and successfully completed the Thematic Pathway for Reaffirmation institutional review process conducted under the 2013 Standards of Accreditation. In keeping with WSCUC values, HMC 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.

In accordance with Commission policy, a copy of this letter is being sent to the chair of HMC's governing board. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the HMC 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 Harvey Mudd College undertook in preparing for the 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/bgd

Cc: Phillip Doolittle, Commission Chair
Laura Palucki Blake, ALO
James Bean, Board Chair
Members of the TPR Accreditation Visit team
Barbara Gross Davis, Vice President