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April 28, 2026

Dr. Ahmad Sanjar  
Director of the Quality Assurance and Accreditation Office  
College of Business Administration  
Phoenicia University  
Saida-Tyre International Highway  
Zahrani District, Lebanon

Dear Dr. Sanjar:

At its April 2026 meeting, the IACBE Board of Commissioners considered your request for the accreditation of the business programs offered by the College of Business Administration at Phoenicia University. I am pleased to report that the Board of Commissioners approved your request and granted first-time specialized accreditation to the business program(s) as identified in the “Business Programs” table below, accompanied by the following note(s) and observation(s).

### **Notes**

Notes are an indicator that while the program is in compliance with the Principles, additional monitoring is warranted. The College of Business Administration is required to take action as specified below and respond to the IACBE **no later than June 28, 2026** (unless another due date is indicated within the Note). Responses must be submitted via the online platform available on our website:

<https://iacbe.org/accreditation/compliance/note-compliance/> All documents must be provided in English.

### **Principle 2: Quality Assessment and Advancement**

Phoenicia University should work on the alignment between Intended Operational Outcomes (IOO) measures and performance targets. Some changes were made—however this is a continuation of the original findings noted by the site visit team (refer to the Report of Findings letter).

### **Observations**

Observations are suggestions for further quality enhancements that the Board of Commissioners believes would be helpful for you in achieving excellence in business education but are not required for compliance with the IACBE’s Accreditation Principles. Action on observations is optional, and reporting is not required.

Phoenicia University should consider reducing the number of assessment measures for each Intended Operational Outcome (IOO) as only one is required for each. Aligning the right rubric measure to each IOO will better reflect their desired outcomes.

Additionally, upon completion of the review the Board of Commissioners voted not to require an on-site follow-up visit.

The assessment process should be conducted annually to ensure that the updated Outcomes Assessment Plan (OAP) continues to meet the needs of the programs and that opportunities for continual improvement are identified.

Accreditation represents a continuing relationship between an institution and its accrediting organization. Specialized program accreditation by the IACBE is dependent upon your institution remaining (i) in good standing with your institutional accrediting body and (ii) in compliance with the IACBE's Accreditation Principles and Policies.

**Your Approved Period of Accreditation is: April 7, 2026 - April 30, 2030**

In addition to the annual compliance reports, all accredited members of the IACBE are required to submit an Interim Quality Assurance Report (IQAR) during their period of accreditation. The IQAR for the College of Business Administration will be due by November 1, 2029. For more information on these reports, please refer to the IACBE website under Accreditation > Compliance.

The following language must be used on the College of Business Administration homepage, where “[status page](#)” is a hyperlink to your IACBE status page at <https://iacbe.org/memberpdf/PhoeniciaUniversity.pdf>

*The College of Business Administration at Phoenicia University has received specialized accreditation for its business programs through the International Accreditation Council for Business Education (IACBE) located at 11960 Quivira Road in Overland Park, Kansas, USA. For a list of accredited programs please view our IACBE Member [status page](#).*

If the list of accredited programs is provided in other official print publications, the following notice pertaining to your accreditation status with the IACBE must be used.

*The College of Business Administration at Phoenicia University has received specialized accreditation for the following business programs through the International Accreditation Council for Business Education (IACBE) located at 11960 Quivira Road in Overland Park, Kansas, USA. The IACBE grants accreditation for business and accounting programs only. Locations and delivery modes for program offerings are at the sole discretion of the Member.*

<b>Business Programs</b>
Bachelor of Business Administration

As a reminder, within 30 days of the date of this letter, those granted First-Time accreditation are required to come into compliance with the two IACBE annual reporting requirements: update and publish the Public Disclosure of Student Achievement, and submission of the WebPath Notification form.

1. Each Academic Business Unit must publicly report at least one IACBE-approved student achievement measure on an annual basis for each IACBE accredited program. The disclosure must include results, and



the business unit's expectation for those results, from the most recently concluded academic year. A template to the student achievement disclosure form is provided on the IACBE website:

<https://iacbe.org/resources/member-only-resources/>

2. Once the updated disclosure is posted to your website, you are required to submit the Web Path Notification Form that informs the IACBE of the path that a member of the general public would take to get to 1 – the updated Public Disclosure of Student Achievement, and 2 – any statement of IACBE-accreditation published on the institution's website. The form is provided on the IACBE website at <https://iacbe.org/accreditation/compliance/web-path-notification>

More information on these requirements can be found in the Member Resource section of the IACBE website.

The College of Business Administration will be publicly recognized for achieving accreditation for these programs at the 2026 IACBE Annual Conference and Assembly Meeting to be held April 6-8, 2027. We very much look forward to seeing you there.

We encourage the business faculty in the College of Business Administration to be actively involved in the IACBE's professional development programs and activities, including participation in the IACBE's Annual Conference and Assembly Meetings, regional conferences, and workshops, and serving as site-visit team peer reviewers.

If you have any questions or if we can be of assistance, please feel free to contact your liaison, Dr. Laurie Yates, at [lyates@iacbe.org](mailto:lyates@iacbe.org), or 913-631-3009.

Sincerely,

A handwritten signature in black ink that reads "Louis Ruvolo".

Louis Ruvolo, Chair  
Board of Commissioners

C: Dr. Imad Zbib  
Mr. Bassel Berry