



August 11, 2025

Mr. Allan Belton  
President  
Pacific Lutheran University  
12180 Park Avenue S.  
Tacoma, WA 98447-0003

Dear President Belton:

This letter serves as formal notification and official record of action taken by the Northwest Commission on Colleges and Universities (NWCCU) at its meeting on July 8-11, 2025, concerning the Spring 2025 Evaluation of Institutional Effectiveness of Pacific Lutheran University.

### **Accreditation**

Reaffirm Accreditation

### **Status of Previous Recommendations Addressed in this Evaluation**

- Finding Type 1: Spring 2024 Policies, Regulations, and Financial Review - Fulfilled

### **Commendations**

The Commission commends Pacific Lutheran University for:

1. For successfully instilling the ideals and values of its mission and Lutheran Higher Education, which are embraced throughout PLU by the administration, faculty, staff, and students.
2. For establishing Automatic Admission Partnerships with local school districts and implementing the 253 PLU Bound Scholarship, which have expanded undergraduate admission pathways and significantly increased the recruitment of first-generation, Pell-eligible, and students of color.
3. For its development and implementation of a comprehensive institutional strategic planning process which has fostered a spirit of innovation, transformation, and change.
4. For its intentional focus on improving retention rates through institution-wide efforts and strategic initiatives, including a thoughtfully structured and effective set of new student orientation and first-year experience programs for undergraduate students.
5. Its development of robust dashboards that are used extensively by leadership teams to guide strategic planning and support data-informed decision-making.

### **Recommendations Substantially in Compliance but in Need of Improvement**

The Commission recommends that Pacific Lutheran University:

- Recommendation 1: Spring 2025 Evaluation of Institutional Effectiveness - Provide staff with appropriate opportunities and support for professional growth and development. (2020 Standard(s) 2.F.2)
- Recommendation 2: Spring 2025 Evaluation of Institutional Effectiveness - Assess its Core General Education Curriculum. (2020 Standard(s) 1.C.6)
- Recommendation 3: Spring 2025 Evaluation of Institutional Effectiveness - Monitor its internal environments to identify current and emerging patterns, trends, and expectations. (2020 Standard(s) 1.B.4)

### **Future Evaluations**

- Ad Hoc Report with Visit Spring 2027
  - Recommendation 1: Spring 2025 Evaluation of Institutional Effectiveness
  - Recommendation 3: Spring 2025 Evaluation of Institutional Effectiveness
- Mid-Cycle Review Spring 2028

- Recommendation 2: Spring 2025 Evaluation of Institutional Effectiveness
- Year 6 - Standard 2 - Policies, Regulations, and Financial Review Spring 2031
- Year 7 - Evaluation of Institutional Effectiveness Spring 2032

NWCCU 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. If you have questions about any of the information in this letter, please contact your staff liaison, Dr. Gita Bangera, at [gbangera@nwccu.org](mailto:gbangera@nwccu.org).

Sincerely,



Selena M. Grace  
President

cc: Dr. Karen McConnell, Professor of Kinesiology, AVP and Chief Institutional Effectiveness Officer  
Mr. Mark Griffith, Chair of the Board of Regents  
Dr. Bruce Kusch, President, Ensign College  
Mr. Michael Meotti, Executive Director, Washington Student Achievement Council