

2026 **FOCUSED REPORT**

TABLE OF CONTENTS

Focused Report

6.2.a Faculty Qualifications	2
10.2 Public Information.....	5
10.6 Distance and Correspondence Education	7
14.1 Publication of Accreditation Status	9
14.4 Representation to Other Agencies.....	11

Section 6: Faculty

6.2.a

For each of its educational programs, the institution justifies and documents the qualifications of its faculty members.
(Faculty qualifications)

Non-Compliance:

The institution submitted both its procedures manual (CPM 02-0108) - faculty credentials and hiring guide as documentation of the credentialing process required prior to faculty hiring. The credentialing standards outlined in CPM 02-0108 specify qualifications based on teaching assignment types:

- Faculty teaching associate degree courses intended for transfer to a baccalaureate program must hold either a doctorate or a master's degree in the teaching discipline, or a master's degree with at least 18 graduate semester hours in the discipline.
- Faculty teaching associate degree courses not intended for transfer must have either a bachelor's degree in the teaching discipline or an associate degree along with demonstrated competencies in the discipline, as detailed under "Credentialing by Exception" in CPM 02-0108.
- Faculty teaching certificate or diploma programs must possess either a college credential at a comparable level in the program area or hold appropriate certification/licensure along with documented competencies, which may include letters from employers verifying expertise in the discipline.
- Faculty teaching developmental education courses are required to hold a bachelor's degree in the teaching discipline, a related field with at least 12 credit hours in the discipline, or recognized state teacher certification in secondary education for the subject area.

To demonstrate implementation of these credentialing guidelines, the institution provided sample faculty credentialing worksheets for two faculty members. These documents illustrate the complete hiring and credential verification process, including final approval of faculty qualifications. Additional supporting documents included its procedures manual (CPM 02-0106) - Recruitment, Employment, and Supervision of Part-Time Faculty, as well as the Part-Time Faculty Datasheet.

Faculty rosters were submitted for the following academic divisions: Allied Health and Public Service, Applied Technology, Apprenticeship and Career Development, Arts and Science, Business and Computer Technology, and Public Safety. Faculty rosters for the Allied Health and Public Services, Applied Technology, Apprenticeship and Career Development, and Public Safety Divisions confirmed that most of the courses offered are nontransferable and that the faculty meet the minimum qualifications required to teach them. In the Arts and Sciences Division, the curriculum includes developmental, non-transferable, and transferable courses. Faculty teaching in this division typically hold either a master's or doctoral degree. When a faculty member's degree did not directly align with the course content, a detailed listing of relevant coursework from their transcript was provided to support their qualifications. In the Business and Computer Technology Division, the majority of faculty were appropriately credentialed; however, the Off-Site Reaffirmation Committee was unable to confirm that three faculty members possess the credentials to teach Business Law. These individuals are identified in the Faculty Worksheet. As a

result, the Off-Site Reaffirmation Committee was unable to determine that the institution has adequately credentialed faculty to teach courses across all academic programs.

Judgement:

Compliance	✓
Non-compliance	
Partial Compliance	

Focused Report Response:

The Off-site committee identified three faculty members, within the same division, who taught [BUS 115](#) (Intro to Business Law I). The course description for Business Law at WCC states:

This course introduces the student to the legal and ethical framework of business. Contracts, negotiable instruments, the law of sales, torts, crimes, constitutional law, the Uniform Commercial Code, and the court systems are examined. Upon completion, the student should be able to identify legal and ethical issues that arise in business decisions and the laws that apply to them.

Program Learning Outcomes for BUS 115

The Associate of Applied Science Degree in Business Administration is designed to prepare students for employment and careers in today's global and technology-based economy. Graduates of this program will develop skills in decision-making, communication, and technical applications.

1. Apply the appropriate style of business management to a real-world scenario.
2. Apply generally accepted accounting principles to business transactions.
3. Apply the principles of marketing in business.
4. Compose effective business documents.
5. Apply the necessary business principles to a real-world scenario.

Course Learning Outcomes for BUS 115

1. Understand the overall legal framework for business.
2. Demonstrate knowledge of contract law including the elements, sources and classifications.
3. Explain classifications of law: criminal, civil, tort, administrative.
4. Demonstrate knowledge of employment and labor relations.
5. Explain antitrust law and trade practices.
6. Demonstrate knowledge of basic international law concepts.
7. Understand the framework of securities regulation.

Each of the three faculty members identified by the off-site committee holds a Master of Business Administration degree. MBA programs often include coursework in Business Law, Legal Environment of Business, Ethics, Corporate Governance, and Regulatory Compliance. Many MBA holders have completed these courses at an advanced level, equipping them with foundational legal knowledge within a business context. Business Law courses at the community college level typically focus on the practical application of legal concepts relevant to business decision-making (e.g., contracts, torts, agency, employment law, and business organization structures). These are areas where an MBA's education and professional experience are highly applicable. The andragogical focus is not on producing legal practitioners, but on educating future business leaders to navigate the legal aspects of business operations responsibly and effectively.

The following is a list of the three identified faculty members identified by the off-site committee, as well as their relevant coursework:

- [REDACTED] (full-time) - [REDACTED]
 - MBA 500 - Financial Statement and Valuation
 - MBA 520 - Value Creation and Social Impact
 - MBA 650 - Leading Competitive Organization and Teams
 - MBA 620 - Performance Assessment - Individuals/Organizations
 - MBA 630 - Economic Thinking for Leadership and Management
 - MBA 550 - Globalization
- [REDACTED] (full-time) - [REDACTED]
 - ECON C211 - Global Economics for Managers
 - HRM C202 - Managing Human Capital
 - ACCT C213 - Accounting for Decision Makers
 - MGMT C206 - Ethical Leadership
 - FINC C214 - Financial Management
 - MGMT C200 Managing Organizations and Leading People
- [REDACTED] (part-time) - [REDACTED]
 - BADM 633 - Economic Analysis
 - BADM 660 - Legal Environment
 - BADM 690 - Human Resource Development
 - BADM 750 - Organizational Behavior
 - BADM 760 - Contemporary Management Science
 - BADM 650 - Advanced Management Accounting

Each of the three faculty members identified above has at least 18 hours of transferable business courses at the master's degree level.

Section 10: Educational Policies, Procedures, and Practices

10.2

The institution makes available to students and the public current academic calendars, grading policies, cost of attendance, and refund policies.

(Public Information)

Non-Compliance:

The Off-Site Reaffirmation Committee found the tuition and fees refund policy to be in accordance with State Board of Community Colleges regulation NCAC 2D.0202. The evidence shows that the academic calendar, grading policies, cost of attendance, and refund policies are made available to students on the website and in the catalog and student handbook and apply to all instructional sites and all modes of delivery. The grading policy is implemented in the course syllabi. The academic and semester calendar is provided to prospective students as part of the admission process. The evidence presented included pages from the catalog and student handbook, and the website. However, the Off-Site Reaffirmation Committee was unable to find evidence of implementation of the refund policy.

Judgement:

Compliance	✓
Non-compliance	
Partial Compliance	

Focused Report Response:

Wayne Community College makes available to students and the public current academic calendars, grading policies, cost of attendance, and refund policies.

Refund policies are published on the college website, in the General Catalog and Student Handbook, and on the semester calendar.

Students who withdraw prior to the first day of classes receive a 100% refund of tuition and student activity fees. Evidence of a [100% tuition and student activity fees refund](#) is included.

Students who withdraw after the start of classes but no later than the 10% point of the semester receive a 75% refund of tuition. Evidence of a [75% tuition refund](#) is included.

Students enrolled in a class that is cancelled due to insufficient enrollment receive a 100% refund of tuition and student activity fees. Evidence of a [100% refund due to a cancelled class](#) is included.

Upon request of military students who are called to active duty or receive assignment orders because of military operations, the college refunds 100% of tuition and fees. Evidence of a [100% military refund](#) is included.

Financial Aid students who withdraw from classes prior to the 60% point of the term may owe all or a proportional percent of their tuition, fees, and book charges back to the college or the Department of Education. Evidence of a prorated [financial Aid Title IV refund](#) is included.

Section 10: Educational Policies, Procedures, and Practices

10.6

An institution that offers distance or correspondence education:

- a. ensures that the student who registers in a distance or correspondence education course or program is the same student who participates in and completes the course or program and receives the credit.
- b. has a written procedure for protecting the privacy of students enrolled in distance and correspondence education courses or programs.
- c. ensures that students are notified in writing at the time of registration or enrollment of any projected additional student charges associated with verification of student identity.

(Distance and correspondence education) [Off-Site/On-Site Review]

Non-Compliance:

The institution has established procedures to ensure that students who enroll in distance education courses are the same individuals who participate in, complete, and receive credit for those courses. Student identity is initially verified during the admissions process through North Carolina's Residency Determination Service (RDS), which requires applicants to submit official documentation such as a state-issued ID, Social Security information, tax records, and voter registration to confirm identity and determine residency status for tuition purposes. In addition, the institution utilizes secure login credentials, including a unique username and password, supplemented by multi-factor authentication to protect student accounts. To maintain academic integrity in online assessments, the institution uses Respondus Lockdown Browser. The institution's Technology Acceptable Usage Policy outlines students' responsibilities for safeguarding their login credentials. Student privacy is further protected through institutional policies, including (CPM 05-0302 – Student Privacy – Distance Education and CPM 05-0301 –Confidentiality of Records), which govern the handling and protection of student records in distance learning environments. However, the Off-Site Reaffirmation Committee was unable to find evidence that privacy policies are implemented.

The institution does not charge any additional fees for student identity verification.

Judgement:

Compliance	
Non-compliance	
Partial Compliance	

Focused Report Response:

Wayne Community College ensures that students who register for distance education courses are the same students who participate in and complete the course and receive the credit.

Student identity is initially verified during the admissions process through North Carolina's Residency Determination Service (RDS), which requires applicants to submit official documentations such as a state-issued ID, social security information, tax records, and voter registration to confirm identity and determine residency status for tuition purposes. Evidence of implementation of the [Residency Determination Service \(RDS\)](#) is included.

Additionally, the institution utilizes secure login credentials, including a unique login and password supplemented by multi-factor authentication to protect student accounts. Evidence that the institution utilizes [secure login credentials](#) to access student accounts is included.

To maintain academic integrity in online assignments, the institution uses Respondus Lockdown Browser and Respondus Monitor. Evidence that [Respondus Lockdown Browser and Respondus Monitor](#) are utilized in classes to help maintain academic integrity is included.

Wayne Community College has written procedures for protecting the privacy of students enrolled in distance education courses (Technology Acceptable Use Policy, CPM 05-0302 Student Privacy – Distance Education, and CPM 05-0301 – Confidentiality of Student Records). Evidence that the institution utilizes [secure login credentials](#) and requires a [FERPA Release Form](#) to safeguard student records is included.

Wayne Community College does not charge any additional fees for student identify verification. [Tuition and Fees](#) information from the college's website shows all fees that are charged to students.

Section 14: Transparency and Institutional Representation

14.1

The institution (a) accurately represents its accreditation status and publishes the name, address, telephone number, and website of SACSCOC in accordance with SACSCOC's requirements and federal policy; and (b) ensures all its branch campuses include the name of that institution and make it clear that their accreditation depends on the continued accreditation of the parent campus.

(Publication of accreditation status)

Non-Compliance:

The Off-Site Reaffirmation Committee found that the institution's published accreditation status statement does not comply with the language in the current SACSCOC policy Institutional Obligations for Public Disclosure dated March 2023. The Off-Site Reaffirmation Committee also found that the statement published on the About the College web page differs from the statement published in other locations and from the statement required in policy. The institution does not have branch campuses.

Judgement:

Compliance	✓
Non-compliance	
Partial Compliance	

Focused Report Response:

Wayne Community College accurately and consistently publishes its accreditation status and SACSCOC's information in college publications to accurately represent itself to the public, state and federal government agencies, and other accrediting bodies.

The off-site committee found that the college was non-compliant with this requirement due to an older version (prior to March 2023) of the accreditation status being used in publications. The statement submitted in the reaffirmation report said:

Wayne Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. Degree-granting institutions also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Wayne Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

The accreditation status statement has been updated to match the March 2023 policy statement and now reads:

Wayne Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. Wayne Community College also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Wayne Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

This statement will be published in all future publications by the college. The statement has already been revised and published in or on the following:

- [2024-2029 Strategic Plan for Institutional Effectiveness](#)
- [2025-2026 General Catalog and Student Handbook](#)
- [Accreditation Webpage](#)
- [Institutional Effectiveness Webpage](#)

Section 14: Transparency and Institutional Representation

14.4

The institution (a) represents itself accurately to all U.S. Department of Education recognized accrediting agencies with which it holds accreditation and (b) informs those agencies of any change of accreditation status, including the imposition of public sanctions. (See SACSCOC policy Accrediting Decisions of Other Agencies.)

(Representation to other agencies)

[Note: Institutions responding to part (a) of this standard should provide evidence (e.g., appropriate portion of the most recent self-study, report from the other accreditor, etc.) that demonstrates the accurate representation to other U.S. DOE recognized agencies with regard to such things as institutional purpose, governance, programs, and finances.]

Non-Compliance:

The institution stated in its Compliance Certification that it is accredited by only one U.S. Department of Education (USDE) recognized institutional accrediting agency, which is SACSCOC. However, the Off-Site Reaffirmation Committee identified four academic programs that hold accreditation with two additional USDE recognized accrediting bodies: the Accreditation Commission for Education in Nursing (ACEN) and the Commission on Dental Accreditation (CODA). The Off-Site Reaffirmation Committee reviewed evidence documenting the institution's accreditation status, including certificates and letters from programmatic accrediting agencies and SACSCOC. The Off-site Reaffirmation Committee also confirmed that the institution has a procedure for substantive change notifications, and the institution noted that it has not had any instances of failure to notify SACSCOC of changes in accreditation status. In addition, the Off-Site Reaffirmation Committee reviewed a copy of a 2021 ACEN self-study report that included evidence of how the institution represents its relationship with SACSCOC. However, in the documentation provided, the Off-Site Reaffirmation Committee was unable to locate evidence that the institution represents itself accurately to all USDE recognized agencies with which it holds accreditation.

Judgement:

Compliance	✓
Non-compliance	
Partial Compliance	

Focused Report Response:

Wayne Community College is accredited by three U.S. Department of Education (USDE) recognized accreditation agencies, to include the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the Accreditation Commission for Education in Nursing (ACEN), and the Commission on Dental Accreditation (CODA). WCC's accreditation is published on the Database of Accredited Postsecondary Institutions and Programs ([DAPIP](#)) website.

For the [Accreditation Commission for Education in Nursing \(ACEN\)](#), the college submitted a self-study in spring 2021. Within this report, SACSCOC accreditation is mentioned on pages 2, 24, 25, and 175.

Within the [CODA self-study](#), which was submitted in 2020, SACSCOC accreditation is included in Standard 1, on pages 15-16.

The college's Medical Laboratory Technology program faculty submitted a self-study to the [National Accrediting Agency for Clinical Laboratory Sciences \(NAACLS\)](#) in 2020. Page 1 of the report states that the institution is "recognized by the national government or a regional/national accrediting agency for higher education." A subsequent report was submitted in 2023 ([NAACLS 2023 Report](#)). Page 2 of the report notes SACSCOC as the institution's accrediting agency.

The Medical Assisting program submitted a self-study to the Medical Assisting Education Review Board ([MAERB](#)) in 2022. Page 15 lists SACSCOC as the organization's accrediting agency.

In 2023 Wayne Community College sent a letter to the [National Security Agency](#) for the cybersecurity program to state the intent for application of designation from the Centers for Academic Excellence Program in Cyber Defense Education. SACSCOC is discussed on page 2. The letter states, "WCC also possesses rigorous academic programs accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)..."

Additionally, the college's paramedic program is applying for accreditation through the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions ([CoAEMSP](#)). Page two of the application, Standard I: Sponsorship, asks for the name of the institutional accreditor, the current accreditation status, the date of the last award, and the date of expiration.

Summary

Wayne Community College represents itself accurately to all U.S. Department of Education recognized accrediting agencies with which it holds accreditation and informs those agencies of any change of accreditation status, including the imposition of public sanctions. Currently, Wayne Community College is not under any public sanctions. Therefore, WCC is in compliance with standard 14.4.