

June 30, 2026

BY CERTIFIED MAIL

Dr. Teddy Bitner
President
Calvary University
15800 Calvary Rd
Kansas City, MO 64147-1341

Dear President Bitner:

This letter is formal notification of action taken by the Higher Learning Commission (HLC) Board of Trustees (“the Board”) concerning Calvary University (“the Institution”). This action is effective as of the date the Board acted, June 25, 2026. In taking this action, the Board considered materials from the most recent comprehensive evaluation, including, but not limited to: the Assurance Filing the Institution submitted, the report from the comprehensive evaluation team, the report of the Institutional Actions Council (IAC) Hearing Committee, and the institutional responses to these reports.

Summary of the Action: The Institution has been placed on Probation because it is out of compliance with the Criteria for Accreditation. The Institution meets Core Component 3.C with concerns. The Institution does not meet Core Component 4.B and Assumed Practice D.1. The Institution is required to host a comprehensive evaluation for Probation no later than December 2027 to determine whether the Institution has ameliorated the findings that led to the imposition of the sanction.

Institutional Disclosure Obligation: HLC policy¹ requires that an institution inform its constituencies, including Board members, administrators, faculty, staff, students, prospective students, and any other constituencies about the sanction and how to contact HLC for further information. The policy also requires that an institution on sanction disclose this status whenever it refers to its HLC accreditation. HLC will monitor these disclosures to ensure they are accurate and in keeping with HLC policy. The Institution must submit drafts of its planned disclosures to these various audiences to its HLC Staff Liaison in advance of transmission and provide its Staff Liaison with a link to relevant information on its website. At a minimum, an institution must: i) provide a copy of this Action Letter to its governing board, administration, and faculty, ii) provide a copy of the enclosed Public Disclosure Notice to its currently enrolled students, and iii) prominently display the Mark of Accreditation Status where accreditation status is described on its website. Once disclosures have been made, the Institution must submit copies of its disclosure documents as a single .pdf file to <https://www.hlcommission.org/sign-in/submit-documents-to>

¹ INST.E.20.010, Probation.

[hlc/](#) (by selecting “Information about Institutional Disclosures”) no later than seven (7) business days following receipt of this Action Letter. HLC will retain this information as part of the Institution’s record.

Provisional Plan: HLC policy also requires that the Institution file a provisional plan with HLC for review and approval by the Institutional Actions Council (IAC) according to HLC’s substantive change procedures. The Institution previously submitted a provisional plan for IAC approval but must submit a new provisional plan for IAC approval within 90 calendar days of this letter.

Substantive Change: HLC policy² requires that an institution placed on Probation be subject to additional requirements for substantive change during the Probation period and for three (3) years following the removal of Probation.

Notification Program: HLC policy³ states that an institution placed on Probation is ineligible for the Notification Program for Additional Locations for three (3) years following the removal of Probation, even if other requirements for the Notification Program are met.

Board Rationale

The Board based its action on the following findings made with regard to the Institution as well as the entire record before the Board:

Calvary University (“the Institution”) meets, but with concerns, Criterion Three, Core Component 3.C, “the institution has the faculty and staff needed for effective, high-quality programs and student services,” for the following reasons:

- The small size of the Institution's faculty has resulted in a majority of faculty carrying teaching overloads and holding multiple job titles, roles, and responsibilities at the Institution, and this level of staffing is expected to continue for at least a year.
- Despite the Institution expecting that faculty maintain a research agenda, systemic and financial pressures have resulted in reduced time and funding for professional development and scholarship.
- Recent layoffs to reduce payroll costs, with no plan for new hiring over the next two years, will increase the demands on faculty and staff, which may hamper the Institution’s ability to deliver high-quality programs and services.

The Institution does not meet Criterion Four, Core Component 4.B, “the institution’s financial and personnel resources effectively support its current operations. The institution’s financial management balances short-term needs with long-term commitments and ensures its ongoing sustainability,” for the following reasons:

- The Institution’s recent operating budgets have been based on unrealistic enrollment targets and revenue projections that were not realized, and with the Institution’s

² INST.E.20.010, Probation; INST.G.10.010, Substantive Change.

³ INST.E.20.010, Probation.

declining enrollment and decreased annual fundraising, the Institution has faced substantial operating deficits.

- Because it does not have resources such as an endowment or liquid assets to cover operating deficits, the Institution does not have sufficient revenue to cover its operating expenses.
- Recent cost-cutting measures have included staff layoffs and there are no plans to hire new staff in the next year, despite the Institution's aggressive goals for student recruitment and retention.
- The Institution expects a negative cash balance at the end of the current fiscal year, as well as a monthly operating deficit for summer 2026. Beyond raising additional donor funds, the Institution does not have a plan to cover its summer operating expenses.
- While the Institution has instituted recent measures to monitor and control expenses and has developed ambitious plans to increase enrollment and fundraising, the Institution does not currently have sufficient financial or human resources to support its mission, academic programs, student support functions, and operations.

The Institution does not meet Assumed Practice D.1, "the institution is able to meet its current financial obligations.," for reasons cited above under Core Component 4.B.

The Board of Trustees of the Higher Learning Commission has determined based on the preceding findings and evidence in the record that the Institution has demonstrated that it is not in compliance with the Criteria for Accreditation and should therefore be placed on Probation.

Next Steps in the HLC Review Process

Assurance Filing: The Board required that the Institution submit an Assurance Filing at least eight weeks prior to the comprehensive evaluation for Probation providing evidence that the Institution has ameliorated the findings of noncompliance identified in this action that resulted in the imposition of Probation and the findings of Met with Concerns, and providing evidence that the Institution meets the Criteria for Accreditation, Federal Compliance Requirements, and the cited Assumed Practice.

Comprehensive Evaluation: The Institution will host a comprehensive evaluation for Probation no later than December 2027 to enable a team of peer reviewers to determine whether the Institution has ameliorated the findings of noncompliance that led to the imposition of Probation and whether the Institution otherwise meets the Criteria for Accreditation, and to make a recommendation about whether the Board should remove Probation or take other action.

Board Review: The Board will review the documents associated with the comprehensive evaluation for Probation at its June 2028 meeting to determine whether Probation shall be removed, or if the Institution has not provided sufficient evidence of amelioration as noted above, whether other action should be taken, up to and including withdrawal of accreditation.

HLC Disclosure Obligations

The Board action resulted in changes that will be reflected in the Institution's Statement of Accreditation Status as well as the Institutional Status and Requirements Report. The Statement of Accreditation Status, including the dates of the last and next comprehensive evaluation visits, will be posted to the HLC website.

In accordance with HLC policy,⁴ information about this action is provided to members of the public and to other constituents in several ways. This Action Letter and the enclosed Public Disclosure Notice will be posted to HLC's website not more than one business day after this letter is sent to the Institution. Additionally, a summary of Board actions will be sent to appropriate state and federal agencies and accrediting associations. This summary also will be published on HLC's website. The summary will include this HLC action regarding the Institution.

On behalf of the Board of Trustees, thank you in advance for your cooperation. If you have questions about any of the information in this letter, please contact your HLC Staff Liaison, Dr. Jamie Stanesa.

Sincerely,



Barbara Gellman-Danley
President

Enc: Public Disclosure Notice

Cc: Chair of the Board of Trustees, Calvary University
Evaluation Team Chair
IAC Hearing Committee Chair
Jamie Stanesa, Vice President of Accreditation Relations, Higher Learning Commission
Marla Morgen, Senior Vice President and General Counsel, Higher Learning
Commission
Ben Boggs, Commissioner, Missouri Department of Higher Education & Workforce
Development
Elizabeth Daggett, Director, Accreditation Group, Office of Postsecondary Education,
U.S. Department of Education

⁴ COMMA.10.010, Notice of Accreditation Actions, HLC Public Notices and Public Statements