

MEMO



Economic Development Department

May 16, 2018

TO: Honorable Mayor and City Council

VIA: Gary Halbert, City Manager *GH*

FROM: Eric Crockett, Director *EC*

RE: University of Saint Katherine Exclusive Right to Negotiate

On January 23, 2018, the City Council approved entering into an Exclusive Negotiating Agreement with the University of Saint Katherine (USK) which allowed staff the opportunity to conduct due diligence on USK in a phased approach. The Initial Term of the ENA was for ninety (90) days with an ability to extend for up to two (2) additional ninety (90) day periods. The first phase of the Exclusive Negotiating Agreement (ENA) with the University of Saint Katherine (USK) was to report on the institution's academic record and rigor of its programs and students. Our review is complete and based on our findings we recommend extending the ENA for an additional ninety (90) days to evaluate their financial capabilities to build, maintain and operate a new facility on the University and Innovation District property. The following is a report of our findings that support our recommendation to extend.

Background:

USK is a private, non-profit California public benefit corporation located in San Marcos, California. The University began instruction in September 2011 and was accredited by the Western Association of Schools and Colleges and University Commission (WASCUC) in February 2016. USK currently enrolls approximately 200 Full Time Equivalent (FTE) students. USK offers both Bachelor of Arts (BA) and Bachelor of Science (BS) degree programs. BA programs include Art, Business Management, History, Literature, Interdisciplinary Studies, Music, and Orthodox Christian Theology, while BS programs include Biochemistry & Chemistry, Biological Sciences, and Kinesiology. USK is an independent, Orthodox Christian institution of higher education.

Academic Rigor:

USK academic rigor is supported in two ways. The first is USK accreditation by WASCUC and maintaining their good standing with WASCUC. The second is USK and their articulation agreements with other institutions of higher education. Articulation Agreements are generally developed for specialized professional or technical programs offered at colleges that can be applied to a specific four-year program/major at the receiving university. USK maintains articulation agreements for teaching credential instruction (K-12) with the University of San Diego; Master in Science for Kinesiology with Point Loma Nazarene University; and medical,

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dental and pharmacy school with the Lake Erie College of Osteopathic Medicine. Additional degree programs are also in development to offer a Bachelor's in Science for Psychology and Master of Arts in Leadership. USK is also working on a strong collaborative partnership with Southwestern Community College including completing a transfer agreement. Successful market entry in South County will be enhanced by articulation and other collaborative agreements between the two institutions. Both share a student-centered education orientation and have demonstrated service to local communities. Shared faculty and co-development of academic programs will enhance the educational strength of both institutions.

Academic Record:

The 4 -year graduation rate at USK is over 70% with a target rate of 90%. It is important to note that none of the academic degree programs are impacted and every student has the possibility of earning a degree in four years. USK surveys indicate that over 95% of graduates are in graduate/professional studies or employed within six months of graduation.

Diversity:

The United States Department of Education has designated USK as a Hispanic Serving Institution. Approximately 38% of USK students are of Hispanic descent and over 50% of the student body is persons of color with approximately 30% of the students being first generation college attendees.

Financial Aid:

Tuition for USK was \$23,500 dollars for the 2018-2019 academic year. Several sources of financial aid are available, particularly to students of demonstrated financial need. USK has its own grant program (\$8,225) and was recently approved for the Federal Pell Grant Program (\$5,920), the Cal Grant (\$9,223), and the Federal Work Study (\$2,400). Consequently, a total of up to \$25,756 is available for tuition coverage. Additionally, GI Bill and other Veterans' Affairs grants are also available. Further financial support is available through low-interest Federal Title IV loan programs.

Faculty:

The Faculty report to the Dean and Chief Academic Officer (Gilbert, PhD Victoria) through departmental chairs including Arts and Humanities (Getz, PhD Baylor), Business (Boukouzis, MBA Chicago), Kinesiology (Rodriguez, PhD/ABD, Concordia), and Natural Sciences (Grkovich, PhD, UCSD). USK employs approximately 20 adjunct faculty per year and offers 60-70 courses per semester. Approximately 80-85% of all faculty hold the highest degree awarded in their field and the student to faculty ratio is approximately 9:1. A more complete list of the faculty is included in Exhibit "A".

Board of Trustees:

The USK Board of Trustees includes 12 members that represent banking, business, education, legal and philanthropic experience. The University does not receive financial support from any church organization or hierarchy, and no Board members are clergy or employed by the church.

Conclusion:

USK institution's academic record and rigor of its programs is impressive for such a new institution and this is supported by their WASCUC accreditation and articulation agreements with other institutions. In addition, the graduation rates, affordability level for a private non-

profit education, low student-to-teacher ratio, no impacted programs and various options for financial aid to assist students complete their education are also notable. Based on our findings we would recommend extending the ENA by an additional 90 days so we can review their financial ability to build, maintain and operate a new facility on the University and Innovation District property.

EXHIBIT “A”

ARTS AND HUMANITIES

Robert Fortuin, Assistant Professor of Orthodox Christian Theology*

Robert Fortuin holds an MLitt Degree in Divinity from St Mary’s College, University of St Andrews, Scotland. His work there was on the rhetorical theology of early Christian apologist Clement of Alexandria. Professor Fortuin’s research interests include philosophical theology, patristics, and systematic theology. He is presently doing PhD level research on Gregory of Nyssa’s theology of ‘Division of Being’ at King’s College, University of Aberdeen, Scotland. Professor Fortuin has been a Faculty Member at University of Saint Katherine College since 2014, teaching courses in New Testament, Orthodox Theology, and the Ecumenical Councils.

Gaelan Gilbert, Associate Professor of English Language & Literature, Chair of Arts & Humanities Department

Professor Gaelan Gilbert received his PhD in English from the University of Victoria, his MA in English from San Diego State University, and his BA (double major in English Education and Philosophy/Theology) at Point Loma Nazarene University. His research interests dovetail at the intersections of literature, theology, history, education, and artistic culture in ancient, medieval and modern contexts. He has recently published a chapter on St. Augustine’s rhetorical personification of nature in *Confessions*, and an article on alternative models of liberal arts higher education. He is the Program Director for the Integrated Core Curriculum at USK, the In-House Editor for the *Saint Katherine Review*, and the lead coordinator and faculty for the Study Abroad Greece summer program.

Megan Gilbert, Assistant Professor of Fine Arts*

Professor Megan Gilbert received her B.A. in Art Education from Point Loma Nazarene University in San Diego. In addition to USK, she has taught at the Vancouver Island School of Art in Victoria, BC. She has exhibited work in the U.S., France, Germany, Greece, and Canada, in the media of photography, illustration, drawing, painting, installation, and printmaking. She has two children’s books published through Ancient Faith Publications: *A Child’s Guide to the Divine Liturgy*, and *When God Made You*. She teaches photography, 2D Design, and classical Greek art history at USK.

Fr. Josiah Trenham, Professor of Orthodox Christian Theology

A native Southern Californian, Father Josiah attended Westminster Seminary California, receiving his M.Div. in 1992 while studying under some of the most influential teachers in the Reformed tradition. In 1993, he was ordained to the Holy Priesthood of the Orthodox Church and in 2004 he was awarded a Ph.D. in Theology from the University of Durham, England. Father Josiah has served as pastor of St. Andrew Orthodox Church in Riverside, California, since 1998. Father Josiah has published numerous articles and two books and is also the founder of Patristic Nectar Publications, a non-profit ministry.

Breann Williams, Assistant Professor of History*

In addition to being an adjunct faculty member in the Arts & Humanities Department, Professor Bre Williams currently serves as Dean of Students and the Title IX Coordinator at the University of Saint Katherine. With a passion for history and teaching, her main areas of interest are

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colonial America and the history of the Middle East, specifically in Israeli-Palestinian conflict. She holds an M.A in Education with an emphasis in teaching.

Dcn. David-John Williams, Assistant Professor of History*

Professor David-John Williams received his MA from Royal Holloway, University of London. His research areas include Byzantine relations with the West from 600-1453; Greek Palaeography and Shared Sacred Space. His MA dissertation investigated the contribution of the canons of the Quinisext Council (629) to anti-heretical literature and the schism between the Byzantine and Latin Churches. Recent publications include: “*Did The Crusades Change the Byzantine Perception of Holy War?*” in *Porphyra*, “*Mediterranean Religion*”, *Duke University* and “*Christian Saints as allies of non Christians*”. His PhD thesis is entitled *Shared Sacred Spaces: Saints, Relics and Sacred Objects in the Byzantine Mediterranean*.

Nazo Zakkak, Assistant Professor of Music

Professor Nazo Zakkak received his BM in Jazz Studies from San Diego State University and his MFA in Integrated Composition Improvisation and Technology from UC Irvine. As a performing pianist he has notable experience within the fields of Jazz and Experimental Music. In 2012, he turned his attention towards the sacred music of the Orthodox Christian Church and has since composed music for churches and monasteries across the U.S. His works have been recorded by various choirs, and in 2017 he released an album of original new Orthodox hymns, *Luxari*. His has recently been commissioned to compose 3 Divine Liturgies which will see their completion by the end of 2018. Nazo Zakkak works as Composer-in-Residence for the Antiochian Archdiocese of North America and as Choir Director at St. Anthony the Great Antiochian Orthodox Church in San Diego.

PSYCHOLOGY

Christos Korgan, Assistant Professor and Director of Institutional Research and Effectiveness

Dr. Christos Korgan serves the University of Saint Katherine in both administrative and faculty capacities, teaching survey courses leading to the psychology minor and overseeing the institution’s research, planning, and accreditation functions. With over a decade of higher education experience, Christos taught courses and led programs at several different types of higher education institutions. His undergraduate work culminated in a baccalaureate in psychology from California State University, Northridge (CSUN), where he also completed a Master of Arts degree. After earning a B.A. and M.A. at CSUN, Christos attended the University of California, Los Angeles (UCLA) to then complete a second M.A. and his doctoral degree (PhD). His dissertation explored the psychological and social-structural forces thought to impact the effectiveness of professors’ classroom teaching, assessment work, and student-faculty interactions.

Mili Metz, Assistant Professor of Psychology

Professor Mili Mez completed her B.A. with a double major in Psychological & Brain Sciences and Public Health with a focus in Social Sciences from Johns Hopkins University. She completed her M.A. in Psychology and Education with a focus in General Psychopathology at Teachers College, Columbia University. She received her Ph.D. in Counseling Psychology at Georgia State University. She recently completed an APA-accredited Clinical Psychology

internship and was grateful to stay on for a fellowship year at Pennsylvania Hospital. She also provides concierge coaching services with emerging adults (millennials).

BUSINESS MANAGEMENT

Darijo Banjac, Assistant Professor of Business*

Originally from Sarajevo, Bosnia & Herzegovina, Professor Darijo Banjac moved to United States in 1995. He graduated from Point Loma Nazarene University with BA in International Business. His postgraduate degree in Business was completed at the University of Phoenix, with concentration in International Business and Finance. He started his professional career at Wells Fargo Bank as licensed advisor, specializing in investments, fixed income, life insurance and retirement accounts, and moved to Pacific Western Bank at International Banking division, as international account officer and investment advisor. He is currently working at San Diego Private Bank, as VP/account manager, and has been involved with USK since 2016, as an adjunct professor and adjunct representative to the Faculty Senate.

John Dempsey, Assistant Professor of Business, Chair

John Dempsey (MA, Temple) is former President, RainTree Oncology Services and former vice-president, Johnson & Johnson Companies. He has over 35 years of experience in business management having led large- and medium-sized organizations.

Marisa Poulos, Assistant Professor of Business Law*

Professor Marisa Poulos is an experienced civil litigation attorney with over fifteen years' experience. Professor Poulos' practice focuses primarily on business related litigation including contracts, unfair competition, intellectual property and bankruptcy matters. She practices in both federal and state court. In addition, Professor Poulos volunteers her time with the Orange County Superior Court to resolve small claims, traffic court and civil matters. Professor Poulos obtained her bachelor's degree from the University of Arizona in 1994 and her law degree from Western State University, College of Law in 1998. She began teaching at University of Saint Katherine in January 2017.

Nemanja Selezan, Assistant Professor of Business*

Professor Nemanja Selezan holds a B.A. in Political Science from The State University of New York at Buffalo and an M.B.A. in International Business from Webster University. He has an extensive educational and professional background in the financial services industry, and is a Financial Advisor with WestPac Wealth Partners, LLC. Professor Selezan is affiliated with a number of local professional and nonprofit organizations where he serves on their respective boards. Originally from Belgrade, Serbia, Professor Selezan has lived in Greece, Hungary and Spain and speaks four foreign languages. He has resided in San Diego, California since 2004.

Thomas Smith, Assistant Professor of Business*

Professor Tom Smith received a bachelor's degree from California Polytechnic State University in San Luis Obispo and an MBA from University of LaVerne. He has extensive international experience as a retail banker and military leader who specializes in organization management and strategy. Professor Smith is currently an executive consultant with Lee Hecht Harrison – the largest career transition firm globally. He is a twenty-three-year veteran of the US Army (Finance Corps), having served in two wars and achieving the rank of Lieutenant Colonel.

Alyssa Ramos

Alyssa is a Teaching Assistant at USK. She is excited to join the USK staff after completing her undergraduate education at Southeastern University in Lakeland, Florida. Throughout her time at Southeastern she received her Bachelors in Legal Studies and her Masters in Business Administration with an emphasis in Executive Leadership. Throughout her Master's coursework she had the opportunity to work as a Graduate Assistant under the department chair for the College of Business as well as be a member and captain of the women's basketball team. Alyssa feels fortunate to be part of USK during these developmental years and looks forward to seeing students discover their purpose throughout their time at college.

INTEGRATED INTERDISCIPLINARY CORE**Rebecca Coleman, Adjunct Professor of American Sign Language**

Professor Rebecca Coleman has been living in San Diego since 1998 after moving from the northwestern US. She graduated from Palomar College's English/American Sign Language Interpreter Training Program in 2011 and has worked with the Speech/ASL department at Palomar ever since. She went on to graduate in 2016 with her Bachelor of Science degree in ASL Interpretation Studies from Missouri's William Woods University. Rebecca is an active volunteer working with her church in children's ministry and as an interpreter for many events throughout San Diego County. She plans is to complete her PhD in the field of ASL Interpreting and/or Higher Education.

Fr. Andrew Cuneo, Adjunct Professor of Theology

Father Andrew Cuneo received his Master's of Divinity from St. Vladimir's Seminary in New York, and a PhD in English Literature from the University of Oxford, with a thesis dissertation on the letters of C.S. Lewis. Aside from pastoral education and regular guest lectures around the country on C.S. Lewis, he taught for a number of years at Hillsdale College in Michigan. He teaches Orthodox Christianity at the University of Saint Katherine.

Kelly DeGrassie, Adjunct Professor of Mathematics

Professor Kelly DeGrassie earned a BS and an MS in Physics from the University of California, Riverside. After completing her master's degree, she began teaching math at Whittier Christian High School in Orange County. She later developed and taught the college prep physics course for high school. She has also taught physics for Riverside Community College. For the past 8 years, she has been a stay-at-home mom to her three children. When they reached school age, she began homeschooling them. Math is one of her family's favorite subjects, and she particularly enjoys helping those with low math confidence succeed.

Jim Getman, Adjunct Professor of Communication

Originally from Buffalo, NY, Professor Jim Getman served 24 years in the Navy as an enlisted and officer in the submarine and surface communities. Before retiring from the Navy, he finished his MBA degree from Regis University in Denver, and holds a Doctorate in Management from the University of Phoenix, with a concentration in Leadership and Organizational Behavior.

Bethany Getz, Adjunct Professor of Literature & Composition

Professor Bethany Getz earned her PhD from Baylor University in 2010 and has been teaching writing, composition, and literature classes for over eight years. Her areas of interest include 18th-century and early 19th-century British literature, virtue in literature, early American

literature, the great works, and the development of the novel. Her publications include “Virtue” an essay in Wiley-Blackwell’s *Encyclopedia of British Literature 1660-1789* and a review of *The Encyclopedia of Christian Literature* which appeared in the journal of the Conference for Christianity and Literature.

Evan Getz, Adjunct Professor of Literature & Composition

Professor Evan Getz earned his PhD from Baylor University in 2008 and has been teaching writing, composition, literature, philosophy, apologetics, Latin, Greek, and Great Books classes for over 14 years. His areas of interest include Renaissance British literature, philosophical theology, epic poetry, Lucy Hutchinson, and Renaissance reception of Lucretius. He has served as a board member on the Conference for Christianity and Literature since 2012 and presented conference papers on Renaissance poetry, theology, and poetics.

Garrett Miller, Adjunct Professor of Philosophy

Professor Garrett Miller was born and raised in north San Diego County, and he has been teaching philosophy in the region since 2008. He completed a B.A. in Philosophy at the University of California, San Diego in 2005, graduating summa cum laude. He then traveled to England to study philosophy at King’s College London, University of London, where, in 2007, he received his M.A. in Philosophy. His Master’s dissertation at King’s, he explored a prominent philosophical argument for the conclusion that perceptual knowledge is impossible and proposed a novel account of how to overcome it. His current research interests primarily concern issues in epistemology, philosophy of religion, philosophy of science, and ethics.

Dan Marino, Adjunct Professor of Mathematics

Professor Daniel Marino joins the University of St. Katherine in the area of Mathematics. Professor Marino has taught for the past six years in the California Community College System at both Palomar and Miramar Colleges. He received his B.S. Ed. in Secondary Mathematics from Indiana University of Pennsylvania, Master of Arts in Mathematics and Master of Civil Engineering from the University of Pittsburgh. He comes to USK after a long career at Hewlett-Packard where he was a sales and marketing executive. In various roles at HP, he utilized his applied mathematics studies.

David Orozco, Adjunct Professor of Spanish Language and Literature

Professor David Orozco has taught Spanish at the collegiate level for over 24 years, at SDSU, Mesa College, Grossmont College, Point Loma Nazarene University and the University of Saint Katherine. He thoroughly enjoys sharing his passion for Hispanic culture, language, and history with his students. A graduate of the MA program in Hispanic Languages and Literatures at SDSU and the Bachelor’s programs in Spanish and Physical Education at CSUB, his overarching area of interest is Chicano Studies.

KINESIOLOGY

Jessica Rodriguez, Assistant Professor of Kinesiology and Chair of the Kinesiology Department

Originally from Louisiana, Professor Jessica Rodriguez moved to California in 2008 and completed a dual MS in Exercise Physiology and Nutritional Science at San Diego State in 2014. At SDSU she was able to increase her skills in exercise and nutrition research ranging from assisting on studies investigating the effects of carbohydrate rich foods on glucose regulation,

serum lipids, blood pressure, and adiposity in prediabetes and metabolic syndrome, to evaluating the effects of amino acid supplementation on swimming performance in elite and recreational swimmers. Jessica began lecturing at USK in Spring of 2016 and is excited to be a part of the faculty at a growing and thriving institution. She is currently the Chair of the Kinesiology Department at USK.

Josh Dexheimer, Assistant Professor of Kinesiology*

Professor Joshua Dexheimer holds a B.A. in Exercise Science from Point Loma Nazarene University, an M.S. in Biokinesiology from the University of Southern California, and is a PhD candidate receiving his degree from Concordia University Chicago in Health and Human Performance. Dexheimer also holds several certifications as a Strength and Conditioning Specialist, USA Weightlifting Sports Performance Coach, and Performance Enhancement Specialist. He also instructs at Point Loma Nazarene University where he is the Program Director for their NSCA recognized Strength and Conditioning Program. He serves as a strength and conditioning consultant and owns a health and wellness company called MetanoiaFit. His home church is The Rock Church where he serves with the Youth Group. He resides in Pacific Beach with his wife Lauren, who is a nurse at UCSD.

Josh Koeplin-Day, Assistant Professor of Kinesiology*

Professor Joshua James Koeplin-Day is a certified athletic trainer and adjunct professor in Athletic Training at University of Saint Katherine. He earned his MA in Rehabilitation Science at SDSU, having completed his undergraduate work at SDSU in Kinesiology with an emphasis in Athletic Training. In the summer of 2012, he was certified by the Board of Certification (BOC) and has been working since then as an Athletic Trainer in the San Diego area, especially at the X-games and with many division 1 athletes at SDSU and USD.

Nick Szyndlar, Assistant Professor of Kinesiology*

Professor Nick Szyndlar received a Master's degree in Exercise Science and Nutrition from Sacred Heart University with an emphasis on Performance. He is a certified Strength and Conditioning Specialist as well as United States Weightlifting Association Sports Performance Coach. He is also a former Division I College Tennis Coach at Sacred Heart University 2016 and Fairfield University 2017. His research interests include the benefits and risks of supplementation, especially with caffeine.

NATURAL SCIENCES

Geoff Bray, Assistant Professor of Chemistry Chair of the Natural Sciences Department

Professor Geoff Bray is a multi-faceted scientist with a primary scientific interest sensory neuron pathologies. He completed his graduate work at the University of Saskatchewan in Canada, where he hails from originally. Past research experience has been in both plants and fungi. Currently, his main focus is on the study of liberal arts and science teaching pedagogy in order to deliver the best possible curriculum to the unique needs of the students at USK. He has been an assistant professor and chair of the department for the past 4 years. During the 2016-17 academic year, he was awarded Professor of the Year for excellence in teaching. During his tenure he has helped shape the department to include a wide variety of instructors who bring outside research and experience into the classroom, giving students a unique perspective into what a scientific career will be like upon graduation. He is bilingual (English and Spanish), and loves fishing, hockey, and rock climbing.

Kaitlin Fisher, Assistant Professor of Natural Sciences, Chair of the Natural Sciences Department (Chemistry & Biochemistry)

Professor Kaitlin Fisher is a specialist in biophysics – in particular the investigation of protein folding and dynamics and their applications to novel drug design. She received her Ph.D. from the University of California, San Diego where she specialized in NMR, protein kinetics, and computational modeling in 2015. She received her B.S. in Chemistry at Sonoma State University in 2009 where she was awarded the Howell Fellowship for original research. She has a tremendous passion for teaching, research, and scientific outreach. In her off time she is usually somewhere outside running or hiking with her husband and dog, Carl.

Andrej Grkovich, Assistant Professor of Natural Sciences* (Chemistry & Biochemistry)

Dr. Grkovich is a multidisciplinary scientist with educational background in biochemistry, molecular biology and general chemistry. During his post-graduate studies, he investigated the regulation of membrane-associated pro-inflammatory proteins via the activation of inflammatory signaling and lipid second messengers through the use of a macrophage cellular model. During his course of industrial experience as an assay developer, he designed and developed in vitro point-of-care diagnostics that have been vetted through clinical trials for purpose of market sale. He has had the opportunity to provide mentorship and teaching to students in the academic setting, and technicians and junior scientists in the professional environment.

Michael Reedy, Assistant Professor of Natural Sciences* (Mathematics)

Professor Michael Reedy received a Master's degree and ABD from the University of New York at Binghamton where he studied mathematics in general with an emphasis in topology. He has taught at most of the colleges and universities in the greater San Diego area, as well as for the department of defense. His current research interest is in the epistemology of mathematics education. He is a father of two, and an avid musician. He is teaching Algebra and Calculus at the University of St. Katherine.

Natalia Volodina, Assistant Professor of Natural Sciences* (Biological Sciences)

Professor Natalia Volodina is a molecular biologist with an undergraduate training in Biology/Genetics from St Petersburg State University and a Ph.D. in Molecular Biology, Cell Biology and Biochemistry from Brown University. She has done postdoctoral research in Boston as well as in France in the area of neurodegenerative diseases, and has about 10 years of teaching experience at the higher education level. She moved to the San Diego area 2 years ago and has been teaching Cell Biology at the University of San Diego. She enjoys travelling and learning foreign languages, and is trilingual (Russian-English-French with some Spanish).

*Part-time faculty appointment