

R. Wes Hayes, Jr.  
*Chairman*

L. Jeffrey Perez, Ph.D.  
*President and Executive Director*

CAAL Meeting  
Agenda Item: 5.b.  
July 18, 2024



## MEMORANDUM

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**To:** Chairman Edgar Dyer, and Members, Committee on Academic Affairs & Licensing

**From:** Dr. Jessica Berry, Ph.D., Acting Director, Office of Academic Affairs & Licensing

**Date:** July 18, 2024

**Subject:** South University  
Consideration of Request for Initial License (Change in Ownership)

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**Consideration of Request for Initial License (Change in Ownership)**  
**South University, Columbia, South Carolina**  
**Undergraduate and Graduate Programs**

### **Summary**

South University requests approval of an initial license for the Columbia, SC campus due to ownership changes. The institution will continue to offer undergraduate and graduate degree programs.

### **Background**

South University is a private institution, established in 1899, with its main campus and its online programs located in Savannah, GA. South University also has campuses in Columbia, SC, Austin, TX, High Point, NC, Montgomery, AL, Richmond, VA, Tampa, FL, Virginia Beach, VA, West Palm Beach, FL, Atlanta, GA, and Orlando, FL.

South University offers education degrees from the associate degree level to the doctoral degree level. South University is accredited by The Southern Association of Colleges and Schools of Commission on Colleges (SACSCOC) and holds separate programmatic accreditation for many of its programs.

The University for most of its history operated as an independent, freestanding institution. The current governance structure was created out of necessity in Education Principle Foundation's (EPF) effort to save the University from the Dream Center Education Holding (DCEH) financial calamity. DCEH faced major financial issues in 2018 due primarily to the costs associated with restructuring the organization through teach-outs of multiple Art Institutes and Argosy University locations. Unfortunately, that restructuring was unsuccessful in mitigating the financial emergency. In mid-December 2018, DCEH approached EPF about entering receivership. Because a receivership process would have exacerbated DCEH's financial problems in the short term, it was clear that none of the DCEH institutions—including SU-- would survive that process unless there was an immediate change of control. EPF succeeded in separating the University from DCEH and providing support to allow the University to recover. Now that EPF's goals have been



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realized, both the University and EPF recognize that the University is positioned to reclaim its independence and to thrive without EPF. This change separated the University from its current senior parent and allows the University to operate as a fully independent nonprofit institution of higher education.

The University is directly owned by South University Savannah, LLC (SUS), the sole member of which is South University – Member, LLC. This change of governance encompasses several steps, all of which were completed simultaneously. Education Principle Foundation, the former sole member of South University – Member, LLC, has relinquished its member interest. South University – Member, LLC, has been converted to a nonprofit nonstock corporation named South University – Member, Inc., and its domicile transferred from Arizona to Delaware. The US Department of Education confirmed this change does not constitute a new owner of South University.

As a result of this change, the University will continue to be owned directly by South University Savannah, LLC (SUS), a Georgia nonprofit limited liability company. The sole member of SUS will be South University – Member, Inc., a Delaware nonprofit nonstock corporation.

#### **Changes of Ownership Timeline**

<b>Date</b>	<b>Changes of Ownership Timeline</b>
12/26/2018	DCEH, Dream Center South University, LLC (DCSU), and Studio (among other entities) entered into an Interim Framework Agreement removing DCEH from ownership and removing all DCEH directors, trustees, managers, and officers from any ongoing position with or control over DCSU and its subsidiaries. The parties also agree to enter into two servicing agreements.
1/8/2019	The Board of Managers for DCSU, South University, Savannah, LLC (SUS), and the other subsidiaries of SUS, and the SU Board of Trustees approved a Unanimous Written Consent and Resolution approving the transfer of the limited liability company equity interests of DCSU to EPF, and the transfer of all operating assets owned by DCEH that are specific and unique to SU to DCSU. All members of SU’s former Board of Trustees resigned the same week. EPF assumed DCEH’s membership interest in DCSU through an Equity and Asset Purchase Agreement, terminating DCEH’s involvement with the South University System.
1/9/2019	New Board members accepted their appointments as members “of both the Board of Trustees of South University and each of its subsidiaries.
1/10/2019	SACSCOC requested a conference call providing additional details of the change in ownership.
1/12/2019	SU submitted the requested follow-up letter sent to SACSCOC.
1/18/2019	The membership of the Board of Managers and the Board of Trustees of Dream Center South University, LLC had become one and the same.
2/13/2019	SU received a Temporary Program Participation Agreement (TPPA) from the Department of Education (ED), reflecting complete application for approval of the change of ownership had been submitted.

9/2019	DCSU, LLC applied for a name change, which was approved. The new name is South University – Member, LLC.
10/8/2019	SU provided updates to the ownership tree in the ED’s electronic application to reflect the name change.
4/2/2020	SU relocated the SU Orlando campus and provided official notification to the ED.
1/5/2021	ED issued a written request for updated supplemental documentation regarding the change of ownership application, as the original documentation was as of January 2019.
2/5/2021	SU provided the updated change of ownership supporting documentation to the ED.
9/2021	SU submitted its audited financials for EPF and SU -Member, LLC.
9-12/2022	SU remained under monitoring with SACSCOC from September to December 2022.
1/2023	After submission of the third monitoring report, SACSCOC removed SU from monitoring.
3/8/2023	SU received the Abbreviated Pre-Acquisition Review Determination Letter from the ED.
3/13/2023	SU submitted the substantive change proposal to SACSCOC.
6/29/2023	SU received SACSCOC approval for the change in control.
7/14/2023	The institutional change in control is complete. Educational Principle Foundation has relinquished its member interest in South University – Member, Inc. South University-Member, Inc a Delaware 501 (c)(3) non-profit corporation, is now the sole owner of South University.
7/25/2023	SU submitted the change in control e-application to the ED as well as the documents required within 10 business days.
7/27/2023	SU submitted to the ED the documentation that was required within 20 days of the change.

### **Organization, Administration, and Faculty**

South University follows an organizational and administrative model to ensure each administrative and academic officer’s formal academic credentials, and/or the staff person’s background and experience, justify their employment. The University has resources dedicated to support the administration and faculty meeting requirements established by CHE regulation. The University’s administrators and supervisors are provided utilizing the SACSCOC-recommended reporting template attached (**Attachment 1**).

South University’s Chancellor & Executive Officer reports to the South University Board of Trustees. He is responsible for South University’s priorities and initiatives that advance its mission, strategies, and goals. As Chief Executive Officer the Chancellor has ultimate responsibility for and exercises appropriate control over the institution’s educational, administrative, and fiscal programs and services. The University’s

organizational chart and structure are attached (**Attachment 2**).

South University has established procedures to promote the continued development of the University. Academic Coordinators, Admissions, and Financial Aid personnel are periodically evaluated on their defined competencies ranging from job knowledge to student retention and focus. There are no quantified goals presented for these roles at South University. The Board evaluates the performance of the University's Chancellor.

### **Facilities and Equipment**

South University's Columbia campus is in the Carolina Research Park in northeast Columbia. The campus features spacious classrooms, multiple computer labs, a fully equipped medical lab, and a student lounge with technology to support a progressive learning environment, a wireless network, multiple student computer labs featuring Mac and PC computers, and smart classrooms featuring remote A/V technology.

The University provided a restated lease agreement with Store Capital Acquisitions, LLC, with an effective date of December 1, 2022. The purpose of the agreement is to reduce their operating facility from three buildings to a single building (**Attachment 4**).

In addition, the long-term plans for the Columbia Campus were to work to reduce the existing facilities footprint by nearly 40%. This would require consolidating the campus operations into one building (i.e., 3 to 1). These plans came to fruition in August 2024 as South University has amended lease agreements to give back two buildings in a phase out (**Attachment 4**). This will result in considerable savings to Columbia and the University. Last, to continue to grow new student enrollment in the remaining programs the University invested additional resources in an outreach and high school team for all campus locations.

### **Finances and Surety**

South University provided audited financial statements in its initial application for licensure. The University provided its most recent consolidated financial statement and supplementary information, including an independent auditor's report, for the years ending on December 31, 2023. The total composite score, rounded, is **0.8**. However, the audit report displays that adequate financial resources enough to show that the institution possesses adequate liquid assets as required by CHE regulations.

South University provided a surety bond in its initial application for licensure in the amount of \$1,810,000 which covers the projected tuition income for 2024 of \$12,122,000 to fulfill the requirements for a surety bond of not less than ten percent of the projected annualized gross income of the programs. The regulation requires that the bond is to be used only for payment of a refund of tuition and other instructional fees due to a student or potential student in the event the institution closes owing refunds to students. A copy of the surety bond issued by Travelers Casualty and Surety Company of America is attached (**Attachment 5**).

### **Educational Programs**

South University seeks to offer associate's, bachelor's, and master's programs at their Columbia campus utilizing a blended delivery model. A total of two (2) associate programs, seven (7) baccalaureate programs, and six (6) masters programs comprise of South University Columbia Campus's portfolio. *In addition to these programs, South University Columbia Campus also provides the Bachelor of Science in Nursing (BSN) -Pre-Professional, Bachelor of Science in Nursing -Professional, and a Registered Nurse (RN)*

to BSN undergraduate program.

- **Associate of Science in Medical Assisting** program is designed to provide a multi-skilled allied health professionals who perform a wide range of roles in physicians' offices, clinics, and other healthcare settings.
- **Associate of Science in Physical Therapist Assistant (PTA)** program is designed to produce physical therapist assistants.
- **Bachelor of Business Administration** program focuses on preparing students with the knowledge and skills they will need to pursue entry-level positions in business.
- **Bachelor of Science in Information Technology** program focuses on preparing students with the knowledge and skills needed to understand the theoretical and applied uses of information technology in a variety of business settings.
- **Bachelor of Arts in Psychology** program is designed to provide students with a broad background in general education, and to provide initial training and quality instruction for students wishing to seek entry-level positions in psychology or a graduate degree in the behavioral sciences upon graduation.
- **Bachelor of Science in Criminal Justice** program is designed to give students broad perspectives on the causes of crime and critical insights to the functions of the components of the criminal justice system.
- **Bachelor of Science in Healthcare Management** program is based on the premise that successful healthcare managers need to have strong business skills.
- **Bachelor of Science in Public Health** program is designed to provide students with the knowledge and practical skills required of a public health professional and advocate for population health.
- **Bachelor of Science in Health Sciences** program is designed to provide a firm foundation for competency development in health sciences or in public health that prepares graduates to seek entry-level employment in a range of positions in the healthcare industry.
- **Master of Science in Leadership** program is designed to provide students the opportunity to develop skills in leadership, communication, problem solving and teamwork for use in a broad range of organizations.
- **Master of Business Administration (MBA)** program is designed to provide students with a process-based curriculum versus the standard functional based curriculum.
- **Master of Arts program in Clinical Mental Health Counseling** program is intended to train professional counselors for evidence-based practice to meet the needs of a diverse population.
- **Master of Science in Criminal Justice** program is designed for individuals employed in the criminal justice system, as well as those in other careers, both public and private, who wish to acquire further education in criminal justice.
- **Master of Business Administration, Healthcare Administration** program is designed to prepare graduates to seek employment in a leadership role in the healthcare delivery system.
- **Master of Public Administration** program is designed to address the needs of students for applied coursework in areas of critical importance to local, state, and national governmental and non-profit organizations.

The proposed programs are approved by SACSCOC to be offered by South University. The admission, curriculum, and graduation requirements for students at the Columbia Campus will be the same as the existing University requirements. The University has standardized grading, transcripts, and transfer credit policies. The new sites will utilize the University's standardized grading, transcripts, and transfer credit policies. No special arrangements for grading, transcripts, or transfer credit are contemplated.

Each educational program reports annually on assessment and improvement initiatives associated with the achievement of the four University-level Student Learning Outcomes and the three University-level Program Outcomes. Faculty are involved in the alignment of these outcomes with the curriculum of their programs, the measurement of these outcomes, the analysis of data and the subsequent improvement of the individual programs, regardless of how or where they are offered.

University-wide Student Learning Outcomes for all educational degree programs:

- Specialization Expertise (including knowledge and skills and professionalism appropriate for the major field of study)
- Communication Skills (written, oral, graphic, and interpersonal appropriate for the major field of study)
- Critical Thinking/Analytical Problem-Solving Skills (appropriate for the major field of study)
- Information Literacy Skills (using ACRL Informational Literacy Competency Skills for Higher Education as appropriate for the major field of study) University-wide Degree Program Outcomes (other than Student Learning Outcomes) for all educational programs:
- Quality of the Program (as reflected in achieved national accreditation or national peer comparisons)
- Productivity of the Program (as reflected in enrollments and degree completions)
- Course-level Student Success (as reflected in quality control, withdrawal/failure rates, student ratings)

### **Enrollment, Admissions and Records**

South University included the 2021, 2022, and 2023 enrollment numbers (Table 2) and the 2024, 2025, and 2026 enrollment projection numbers (Table 3) for the proposed programs to be offered at South University - Columbia.

Program	Enrollments		
	2021	2022	2023
Associate of Science -Medical Assisting	25	23	34
Associate of Science -Physical Therapist Assistant	13	10	14
Bachelor of Business Administration	31	24	31
Bachelor of Science in Information Technology	10	6	6
Bachelor of Arts in Psychology	25	21	24
Bachelor of Science in Criminal Justice	13	12	7
Bachelor of Science in Healthcare Management	26	19	16

Bachelor of Science in Public Health	37	22	14
Bachelor of Science in Health Sciences	1	3	4
Master of Science in Leadership	2	4	6
Master of Business Administration	10	6	5
Master of Arts in Clinical Mental Health Counseling	57	51	41
Master of Science in Criminal Justice	11	3	3
Master of Business Administration, Healthcare Administration	20	11	8
Master of Public Administration	4	4	3
Bachelor of Nursing – Pre-Professional	155	143	153
Bachelor of Science in Nursing – Professional	50	81	87
Bachelor of Science in Nursing – RN to BSN	3	2	5

Program	Enrollment Projections		
	2024	2025	2026
Associate of Science -Medical Assisting	46	48	49
Associate of Science -Physical Therapist Assistant	22	23	23
Bachelor of Business Administration	35	36	37
Bachelor of Science in Information Technology	5	5	5
Bachelor of Arts in Psychology	25	26	27
Bachelor of Science in Criminal Justice	6	6	6
Bachelor of Science in Healthcare Management	19	19	20
Bachelor of Science in Public Health	14	15	15
Bachelor of Science in Health Sciences	2	2	2

Master of Science in Leadership	5	5	5
Master of Business Administration	5	5	5
Master of Arts in Clinical Mental Health Counseling	37	38	39
Master of Science in Criminal Justice	4	4	4
Master of Business Administration, Healthcare Administration	9	9	9
Master of Public Administration	4	4	4
Bachelor of Nursing – Pre-Professional	168	175	179
Bachelor of Science in Nursing – Professional	98	101	103
Bachelor of Science in Nursing – RN to BSN	5	6	6

To be admitted to any of the undergraduate programs at South University, the prospective student must provide proof of high school graduation as recognized by the state of residence on the date the degree was earned, or the equivalent with a minimum CGPA of 2.0 on a 4.0 scale within 5 weeks of the start date. The prospective student must also complete the university administered placement tests prior to the start of the first quarter for campus students and during the first session of attendance for online students. South University accepts the International Baccalaureate Program diploma as meeting the requirement for high school graduation.

Students with less than the minimum CGPA may meet admissions requirements by submitting a minimum combined SAT (Evidence-Based Reading and Writing, and Math) score of 700 or 900 on the old SAT, a combined ACT score of 18, or meet the criteria established for acceptance as a transfer student. Alternatively, who do not meet the minimum GPA may be admitted provisionally for two quarters.

Campuses in South Carolina must be provided with official high school transcripts or GED scores, or state-issued certificates designated as the equivalent of a high school diploma.

For Graduate level, Prospective students are required to submit the following:

Completion of application for admission official transcripts for bachelor or graduate degree within 5 weeks of the class start date.

- A bachelor's degree from an accredited college or university.
- Completion of application for admission.
- A 2.7 overall grade point average or higher on completed requirements for the baccalaureate degree, or an earned graduate degree from an accredited institution with a CGPA of 3.0 or higher.
- For additional admissions information please see the admissions section here.

Applicants with an undergraduate degree CGPA of less than a 2.7, but not lower than a 2.3, or a graduate



degree CGPA of less than 3.0, but not lower than a 2.7, will be considered for provisional admission. Students who do not attain a 3.0 GPA in the first quarter will be dismissed.

There are slight variations in requirements based on the graduate program, specific requirements are listed for each graduate – masters level degree program offered by South University.

In the Fall of 2022, South University initiated the development of the Quality Enhancement Plan (QEP) for SACSCOC Decennial Reaffirmation. This comprehensive effort involved the meticulous identification of essential committees responsible for tasks such as topic identification, development and implementation, communications, and public relations, and securing literature support. To ensure seamless continuity and collaboration across these committees, representatives from the Discovery Team have been strategically appointed to serve on each, fostering cohesion and knowledge transfer as their memberships overlap across the various groups.

South University has an established plan for maintaining student records, that ensures the adequacy of relevant performance or grading standards are applied to each enrolled student. Furthermore, consistent with federal and state law, the University protects the security, confidentiality, and integrity of its student records. The University maintains student records for all students. Safeguards are in place to ensure the security, confidentiality, and integrity of student records.

### **Program Need Justification**

South University (SU) offers a diverse range of programs using multiple delivery modalities to meet the various needs of students. SU has a rich history of offering clinical healthcare programs designed to meet the increasing needs of U.S. communities. SU offers courses both on-ground and online. Prior to opening a campus or offering a new program, SU conducts extensive research based on local community needs and labor market demands/trends. SU's analysis of local community needs also includes the number of similar programs in the area surrounding the campus.

Because online programs are offered throughout the state and beyond, they are based on state and national interest and labor market demands/trends. Therefore, data regarding the justification of the program is provided for ground programs only. Programs offered on-ground include Mental Health Counseling, BSN Nursing, Medical Assistant, and Physical Therapy Assistant. These programs were selected based on the following factors: (1) consistency with the programs SU has a rich history of providing, and (2) local demand and data provided by the Bureau of Labor Statistics (BLS). Below is data provided by the BLS based on the aforementioned ground programs:

- **Mental Health Counseling:**
  - Job Outlook (2021-2031): Employment is projected to grow 22%, much faster than the average for all occupations.
  - Median Annual Wage (2021): \$48,520
  - Key Factors: Increased demand for mental health services due to greater awareness and the need for mental health care in schools, prisons, mental health centers, and drug abuse programs.
  - Number of similar programs in the area (50-mile radius): 2
- **BSN Nursing:**
  - Job Outlook (2021-2031): Employment of registered nurses is projected to grow 6%.
  - Median Annual Wage (2021): \$77,600
  - Key Factors: An aging population, increased emphasis on preventive care, and growing rates of chronic conditions such as diabetes and obesity.
  - Number of similar programs in the area (50-mile radius): 6

- Medical Assistant:
  - Job Outlook (2021-2031): Employment is projected to grow 16%, much faster than the average for all occupations.
  - Median Annual Wage (2021): \$37,190
  - Key Factors: The growth of the aging baby-boom population will continue to increase demand for preventive medical services, which are often provided by physicians.
  - Number of similar programs in the area (50-mile radius): 4
- Physical Therapy Assistant:
  - Job Outlook (2021-2031): Employment is projected to grow 26%, much faster than the average for all occupations.
  - Median Annual Wage (2021): \$61,180
  - Key Factors: Demand for physical therapy services will come from the aging baby boomers who are staying active later in life, and the need for physical therapy in outpatient settings.
  - Number of similar programs in the area (50-mile radius): 2

### **Graduation and Placement Rates**

South University – Columbia included in its initial application for licensure the graduation and placement rates from July 1, 2021, through June 30, 2022. The Career Services department at the campus attempts to contact each graduate in order to obtain details regarding their employment status, including the employer's name, employer contact information, job title, and job description. The data received is verified internally, either by obtaining an attestation from the graduate or from the employer. Graduates who do not respond or whose data cannot be internally verified are not counted for placement purposes.

July 1, 2021 - June 30, 2022					
Program Name	Graduates	Graduates Unavailable for Employment Within Six Months of Graduation (1)	Graduates Available for Employment Within Six Months of Graduation (2)	Number of Graduates Employed	Percentage of Available Graduates Employed in Related Field
Associate of Science - Physical Therapist Assistant	13	0	13	7	54%
Bachelor of Business Administration	10	0	10	5	50%
Bachelor of Science in Public Health	15	2	13	4	31%
Master of Arts in Clinical Mental Health Counseling	19	0	19	5	26%
Bachelor of Nursing	18	0	18	14	78%

In addition to the above, South University-Columbia included employment statistics during the period of July 2019, through June 2021 (**Attachment 6**).

According to regulations published by the Department of Education, schools must make available to current and prospective students the retention rate of certificate or degree seeking, first-time

undergraduate students as reported to IPEDS. The IPEDS retention rate of first-time, full-time bachelor's seeking undergraduate students at the South University Columbia Campus is **46%**. The retention rate for first-time, part-time bachelor's seeking undergraduate students at this location is **17%**. The retention rate is calculated based on the number of first-time bachelor's students who entered school in Fall 2021 and were still enrolled as of Fall 2022.

### **Similar Program Offerings in South Carolina**

South University included in its initial application for licensure a list and analysis of similar programs currently offered in SC within a 50-Mile radius. In the analysis, the University included comparisons between similar programs or programs near the University's proposed programs. Additionally, the University provided a spreadsheet with an analysis of the similar programs offered in SC. A copy of the Similar Programs Offered in South Carolina list is attached (**Attachment 7**).

### **Tuition and Student Borrowing**

Tuition for South University are charged per quarter credit hour. The University's current total program costs, accounting for tuition and fees, for the Columbia Campus are as follows:

<b>Program</b>	<b>Credit Hours</b>	<b>Total Program Cost</b>
Associate of Science -Medical Assisting	92	<b>\$47,370</b>
Associate of Science -Physical Therapist Assistant	110	<b>\$56,655</b>
Bachelor of Business Administration	180	<b>\$92,425</b>
Bachelor of Science in Information Technology	180	<b>\$92,425</b>
Bachelor of Arts in Psychology	180	<b>\$92,425</b>
Bachelor of Science in Criminal Justice	180	<b>\$92,425</b>
Bachelor of Science in Healthcare Management	180	<b>\$92,425</b>
Bachelor of Science in Public Health	182	<b>\$93,470</b>
Bachelor of Science in Health Sciences	182	<b>\$93,470</b>
Master of Science in Leadership	48	<b>\$35,440</b>
Master of Business Administration	48	<b>\$34,440</b>
Master of Arts in Clinical Mental Health Counseling	91	<b>\$63,290</b>
Master of Science in Criminal Justice	48	<b>\$34,912</b>
Master of Business Administration, Healthcare Administration	48	<b>\$35,440</b>

Master of Public Administration	48	<b>\$34,440</b>
Bachelor of Nursing – Pre-Professional	90	<b>\$42,750</b>
Bachelor of Science in Nursing – Professional	90	<b>\$55,530</b>
Bachelor of Science in Nursing – RN to BSN	180	<b>\$61,020</b>

All South University students pay a graduation fee of **\$250**.

According to College Scorecard (<https://collegescorecard.ed.gov>), the median total debt after graduation for undergraduate borrowers who complete college at South University is **\$26,123**.

South University provided the following information from the National Student Loan Data System and is the most recently reported student loan default rates for the University.

South University (includes all locations)			
	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>
Default Rate	11	3.1	0
No. in Default	1,204	310	0
No. in Repayment	10,867	9,951	7,689

The Enrollment Figures (students enrolled at any time during the year) and the corresponding Percentage Calculation (borrowers entering repayment divided by that enrollment figure). There is no direct relationship between the timing of when a borrower entered repayment and any enrollment year; we have chosen to use the academic year ending on the 30th of June before the beginning of the cohort year.

Cohort Default Rate (CDR) data is not displayed when Number of Borrowers in Repayment (number of borrowers entering repayment in cohort) includes 10 or few borrowers.

### **Learning Resources**

Each South University campus has an on-site library available to the students and the hours will vary based on location. All students also can access the South University online library.

The library at the Columbia campus is designed to provide a pleasant environment where students may work, research and study and receive reference, technical, and interlibrary loan assistance from a capable library staff. The book collection provides access to reference, reserve, and circulating materials, program-specific resources to support class assignments, tutorial aides, and current events and recreational reading. The Academic Learning Center, which is in the library, gives students a quiet environment to study and receive assistance. (**Attachment 3**).

The combined campus libraries have more than 120,000 print book titles, 7600 AV titles, 150 print journal titles, and 27 newspapers in their collections. Access to additional journals, newspapers, e-books, and other materials is provided through over 100 electronic databases. Research Guides are a content management resource that provide program related content in an easy to use, all in one place format.

### **Student Support Services**

As an extension of the philosophy and mission of South University, the student affairs program strives to inform, educate, and encourage students in their endeavors. To achieve its goals, the Office of Student Affairs provides the following in particular:

- An orientation that will inform students of university policies, programs, and activities.
- Support and assistance to students in making realistic decisions about academic and nonacademic concerns.
- International student advising.
- Academic accommodations to students with disabilities in the classroom.
- Resolution for student concerns.
- Programs and activities that will encourage student and alumni involvement and participation in campus life.

### **Recommendation**

The staff recommends to the Committee on Academic Affairs and Licensing consideration of an initial license (change of ownership) to South University-Columbia to offer associate to master programs at their Columbia Campus and to continue advertising and enrolling students. In addition, provided that 1) no “unique cost” or other special state funding be required or requested; 2) a team visit by Commission staff of the Columbia facility to confirm compliance prior to the issuance of the license.

## Attachment #1

- 5.4** The institution employs and regularly evaluates administrative and academic officers with appropriate experience and qualifications to lead the institution. *(Qualified administrative/academic officers)* **[Off-Site /On-Site Review]**

### Narrative

South University is in compliance with the requirement that administrative and academic officers of the institution have both the appropriate qualifications and experience necessary to lead the institution in their respective areas. South University has a policy and practice of evaluating the performance of every employee on an annual basis, with outcomes of the evaluation directly associated with the role the staff member serves at the institution.

Administrative and academic officers are defined at South University as selected members of the University Leadership Team (ULT), which is chaired by the Chancellor/CEO. The selected members are high-ranking, key decision makers within the institution's governance structure and who oversee areas of academic, fiscal, or operational activities.

Table 5.4-1 below identifies the administrative and academic officers described above and describes the responsibilities of their position as well as their educational qualifications and experience related to their position. Any non-traditional qualifications or relevant experience are discussed in qualifications area. Links to the current job descriptions and the CVs of these officers are provided in the table.

**Table 5.4-1: Administrative and Academic Officers Responsibilities and Qualifications**

Title	Responsibilities	Name	Qualifications	
			Education and Additional Certifications	Experience (Link to CV)
<b>Executive Leadership Team</b>				
Vice Chancellor for Academic Affairs/Provost[1]	Oversee all College /School Deans and all matters pertaining to academic affairs. Provide guidance to the Campus Directors and Deans of Academic Affairs and Operations. Develop and implement the strategic plan, academic policy, regional and programmatic accreditation, and curriculum. Chair the strategic planning committee, serve on the University Leadership Team, and supervise curriculum development. Responsible for final approval on the credentialing and hiring of all faculty at South University.	Gil Singletary [2]	JD, Northern Kentucky University  MBA, Northern Kentucky University  PhD, Psychology, University of Kentucky  MSW, University of Louisville  BS, Social Work, University of Kentucky	20 years experience in higher education, including faculty, clinical supervision, and administration, 1.5 years at South University  2022-Current, Vice Chancellor Academic Affairs/Provost, South University  2018-2022, Sr Director/Assoc Provost /National Dean of Faculty, Chamberlain University  2017-2018, Assoc Dean

## Attachment #1

				<p>Faculty &amp; Student Development, Walden University</p> <p>2015-2017, Dir Clinical Experience, Walden University</p> <p>2009-2015, Asst Professor Criminal Justice /Psychology, Kentucky State University</p>
Vice Chancellor for Compliance and Financial Aid[3]	<p>Provide operational and compliance to South University leadership for general compliance matters, federal regulatory affairs, state licensing, and student financial aid to ensure timely, consistent, and compliant advice and guidance with policies and procedures as well as other regulatory requirements. Provides leadership to managers, supervisors and/or professional staff regarding regulatory and compliance matters and student financial aid matters and is accountable for the performance and results of federal and state regulatory matters, general compliance, and federal student aid. Develops departmental plans, including business, production and/or organizational priorities.</p>	Deana Hopper[4]	<p>AA, Accounting, Liberty University</p> <p>Diploma Paralegal, American Institute for Paralegal Studies</p> <p>Compliance Officer Certification, Kaplan Higher Education</p> <p>Internal Audit Certification, Kaplan Higher Education</p>	<p>29 years experience in Higher Education compliance, student financial services and regulatory affairs, 4 at South University</p> <p>2019-Current, VC for Compliance and Financial Aid, South University</p> <p>2016-2019, VP Student Financial Services Compliance, EDMC and DCEH</p> <p>2013-2016, SrVP Federal Regulatory Affairs &amp; Compliance, Ultimate Medical Academy</p> <p>2011-2013, VP Regulatory</p>

## Attachment #1

				<p>Affairs &amp; Financial Aid, ATI Career Training Center</p> <p>1994-2011, Exec. Dir Federal Regulatory Affairs, Kaplan Higher Education</p>
Vice Chancellor for Human Resources/ CHRO[5]	Responsible for providing oversight for all South University Campuses and Online while supporting and managing the Human Resources staff in the areas of: payroll, benefits, compensation management, organizational development, talent acquisition, strategic planning, succession planning, training and development, employee communication and policy creation. Manage the employee relations area to include response to faculty and staff legal claims for discrimination.	Lynne Haines[6]	<p>BS, Consumer Science, Georgia Southern University</p> <p>Masters of Leadership, South University (In progress)</p>	<p>24 years experience in Human Resources Management, 9 years in Higher Education at South University</p> <p>2012-Current, VC Human Resources, South University</p> <p>2011-2012, Dir Human Resources, The Savannah Bancorp, Inc.</p> <p>1999-2011, Human Resources Mgr., Blue Cross Blue Shield of Alabama</p>
Vice Chancellor for Admissions[7]	Responsible for leading the campuses and online in attaining admissions goals, in particular inquiry conversion to enrollments, and enrollments to new student matriculation at or above plan. Oversee regulatory compliance, quality services to all stakeholders; staff development, market expansion, strategic planning; sound economic principles; and maintenance of an environment which is	Rick Mendoza[8]	<p>MA, Organizational Management, University of Phoenix</p> <p>BS, Business Management, University of Phoenix</p>	<p>24 years experience in Higher Education management, operations, and admissions, 2 years with South University</p> <p>2021-current, VC Admissions, South University</p> <p>2020-2021, Exec Dir Operations,</p>



## Attachment #1

	conductive to innovation, positive thinking and expansion.			Westcliff University  2018-2020, Campus President, Spartan College of Aeronautics & Technology  2014-2016, VP Operations, University Now
Vice Chancellor for Student Success & Administration [9]	Lead the University functions in student affairs, admissions and academic operations/support and provide direct oversight for those support functions. Ensure that day-to-day general management and leadership of the campuses results in excellence in student experience, student persistence and student body growth that meets or exceeds targets. Consult with management and functional leaders of South University to identify and ensure that University initiatives are effectively implemented. Identify existing processes needing improvement and urgently works to improve them.	Alisa Krouse[10]	EdS, Educational Counseling, The University of Alabama at Birmingham  MA, Rehabilitation Counseling, The University of South Florida  BA, Psychology, The University of South Florida	24 years experience in Higher Education Student Affairs and operations, 13 years at South University  2019-Current, VC Student Success & Administration, South University  2010-2019, Asst Chancellor Student Affairs, South University  2007-2010, AVP Student Affairs, EDMC  2003-2007, Dean Student Affairs, Art Institute of Houston  2001-2003, Dir Academic Services, Art Institute of Houston  1999-2001, Admission Rep, Art Institute of Houston
Controller[11]	Lead all day-to-day accounting operations and supervise a team of staff	Greg Reed [12]	MBA, South University	11 years experience in Higher

## Attachment #1

	members, including functional oversight over general accounting, accounts payable, accounts receivable, payroll and financial reporting. Ensure that the accounting policies / internal controls follow 'best practices' and comply with GAAP, compliance and regulatory requirements. Ensure that policies and procedures are implemented efficiently and effectively at all operations. Duties and responsibilities of this position: quality services to students; development, growth, involvement, and recognition of employees; sound economic principles; and environment, which is conducive to innovation, positive thinking and expansion.		BA, Accounting, University of Northern Iowa  Certified Public Accountant #2002004554	Education finance and admissions at South University.  Additional 10 years experience in auditing, reporting, portfolio planning, and sales  2020-Current, Controller, South University  2018-2020, Financial Planning & Analysis Manager, South University  2012-2018, Sr Financial Analysis Manager, South University  2009-2012, Asst Dir Admissions, South University
Vice President of Marketing[13]	Market the organization's products and services using customer marketing databases. Align Marketing with Admissions and analyze key indicators and other operations to drive student enrollment growth.	Ken Baker [14]	MBA, Joseph M. Katz Graduate School of Business, University of Pittsburgh,  BA, Business Administration and Psychology, Washington and Jefferson College	26 years experience in marketing and advertising analytics, with 14 years in Higher Education and 8 with South University  2016-Current, VP Marketing, South University  2009-2016, Dir Marketing Analytics, EDMC

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				1997-2009, Dir Data Insights & Business Analysis, IMPAQT
<b>Administrative Officers</b>				
Associate Vice Chancellor for Campus Operations [15]	Provide campus operational oversight. Ensure year-over-year student enrollment growth and net income operating results. Oversee campus improvement initiatives to enhance student retention to graduation. Management campus maintenance and construction and real estate planning for campus space utilization.	Ryan Sagers[16]	EdD, Interdisciplinary Leadership, Creighton University  MS, Public Administration, University of Utah  MS, Philosophy, Religion, and Science, University of Edinburgh  BA, Philosophy, University of New Orleans  BS, Business Management, University of Phoenix	22 years experience in Higher Education administration and operations experience, new to South University  2023-Current, Assoc VC Campus Operations, South University  2020-2023, Campus President, Keiser University  2014-2020, President Mid- Atlantic & West Regions, Ad- Talem Global Education/ DeVry University  2007-2014, Sr. VP Operations, Ameritech College of Healthcare
Assistant Vice Chancellor for Student Success & Online Administration [17]	Support operational units and ensure quality support services for the online student journey. Assist with implementation of strategies that positively improves the student experience and outcomes. Lead online Student Affairs, University Career Services and Alumni functions.	Matt Gavlik [18]	BS, Sport Management, California University of Pennsylvania  National Interscholastic Athletic Administrators Association Leadership Training	12 years experience in Higher Education including admissions and operations in online division, 4 at South University  2022-Current, Asst VC Student

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				<p>Success and Online Admin, South University</p> <p>2019-2022, Online President, South University</p> <p>2008-2019, Sr VP Enrollment, Dream Center Education Holdings</p> <p>2014-2018, Group VP Online Programs, Dream Center Education Holdings</p> <p>2012-2014, Regional VP Online Programs, Dream Center Education Holdings</p> <p>2011-2012, Sr Director Admissions, Dream Center Education Holdings</p>
Assistant Vice Chancellor for Student Services[19]	<p>Direct a broad range of student services and processes to support the University's academic and administrative operations. Support the consistent and accurate implementation of all student facing policies and IPEDS compliance. Oversee the clinical placement team that supports students in graduate nursing experiential learning courses, and career services' efforts with career development and graduate job placement. Ensure ongoing training</p>	Patrice Wilson[20]	<p>EdD, Higher Education Leadership, Walden University</p> <p>MEd, Workforce Development, University of Arkansas at Fayetteville</p> <p>BA, English, University of Maryland Eastern Shore</p> <p>Institute of Management and Leadership in Education, Harvard University</p>	<p>16 years experience in Higher Education including admissions, student support, and administrative operations, 3 at South University</p> <p>2020-Current, Asst VC Student Services, South University</p>

## Attachment #1

	and support is provided related to the student information systems and student facing policies and procedures.			<p>2018-2020, Pathway to Success Program Dir (Title III Grant), Pima Community College</p> <p>2016-2019, Dean Acad Resources/ Distance Ed, Pikes Peak Community College</p> <p>2015-2016, Dir Student Conduct &amp; Student Success, Northwest Arkansas Community College</p> <p>2012-2015, Title III Grant Director, Northwest Arkansas Community College</p>
Assistant Vice Chancellor for Admissions [21]	Oversee the admissions vision, strategy, and operational plan to meet long and short-term goals. Oversee hiring of all enrollment staff, maintain staffing plans, development, motivation, and ongoing management of staff. Monitor the admission department's budget and inquiry source results and cost effectiveness.	Ashley Weeks[22]	BS, Public Relations, University of Florida	<p>15 years experience in Higher Education admissions including recruitment and administration, 14 years with South University</p> <p>2015-Current, Asst VC Admissions, South University</p> <p>2014-2015, Sr Dir Admissions, South University</p> <p>2013-2014, Assoc Dir</p>

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				Admissions, South University  2009-2011, Asst Dir Admissions, South University  2008-2009, Admissions Advisor, Kaplan University
Campus Director & Dean of Academic Affairs & Ops [23] – Richmond	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student- centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Jason Crittenden [24]	PhD, Instructional Systems & Workforce Development, College of Education, Mississippi State University  MS, Information Systems, College of Business and Industry, Mississippi State University  BBA, Business Administration Business Information, Systems College of Business and Industry, Mississippi State University	22 years experience in Higher Education including research, faculty roles, and operations and administrative responsibilities, 12 years with South University  2023-Current, Campus Dir & Dean of Ac Aff & Ops, South University  2021-2023, Dean Ac Aff & Retention, South University  2018-2021, Campus Dir Ac Aff & Ops, South University  2015-2018, Dean Ac Aff & Ops, South University  2011-2015, Dept Chair Prog Dir Information Technology, South University  2009-2011, Asst Research Professor,

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				Mississippi State University
Campus Director & Dean of Academic Affairs & Ops [23]– Savannah	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Laurie Larson[25]	<p>EdD, Education Leadership, Minnesota State University</p> <p>MA, Theatre Directing, University of North Dakota</p> <p>BA ,Speech Communication &amp; Theatre Arts, Minot State University</p>	<p>13 years experience in Higher Education including student support, operations, and administrative roles, 2 years with South University</p> <p>2023-Current, Campus Dir &amp; Dean Ac Aff &amp; Ops, South University</p> <p>2022-2023, Dean Ac Aff &amp; Retention, South University</p> <p>2012-2023, Academic Dean, Rasmussen University</p> <p>2010-2012, Dean Student Learning, Rasmussen College</p>
Campus Director & Dean of Academic Affairs & Ops [23] – Austin	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Sylento Lewis[26]	<p>EdD, Administrator Leadership, Walden University</p> <p>MEd, Online Learning and Theory/ Curriculum Development, American Intercontinental University</p> <p>BS, Computer Science and Mathematics, University of Arkansas</p>	<p>23 years experience in Higher Education as faculty, student support, operations and administrative roles, 3 years with South University</p> <p>2023-Current, Campus Dir &amp; Dean Ac Aff &amp; Ops, South University</p> <p>2020-2023, Dean Ac Aff &amp;</p>

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				Retention, South University  2019-2020, Campus President, MediaTech Institute  2018, Campus President, Florida Career College and VP Ac Aff, Concorde Career College  2013-2018, Exec Dir & Regional System President, Altierus Career College
Campus Director & Dean of Academic Affairs & Ops [23] – Columbia	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student- centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Christopher Schnupp [27]	PhD, History, Liberty University, (In progress)  Executive JD, Concord School of Law  MA, History, American Public University  MLS, Library Science, CW Post College  BA, History, St. Joseph's College  Graduate Coursework in Higher Education Administration Aspen University	10 years experience in Higher Education academic management, operations, and administrative roles, new to South University  2023-Current, Campus Dir & Dean Ac Aff & Ops, South University  2021-2023, Dean Education, Fortis College  2019-2021, Assoc Dean Ac Aff, Touro University
Campus Director & Dean of Academic Affairs & Ops	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and	Aisha Newsome [28]	DBA, Project Management, Northcentral University (In progress)	20 years experience in Higher Education including



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[23] – Virginia Beach	enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.		MBA, Saint Leo University  BS, Management Information Systems, Hampton University	program development, operations, and administrative roles, new to South University  2023-Current, Campus Dir & Dean Ac Aff & Ops, South University  2022-2023, Exec Dir, Hampton University  2019-2022, Exec Dir, Centura College  2011-2019, Campus President, Stratford University
Campus Director & Dean of Academic Affairs & Ops [23] – Montgomery	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Kenneth Macon[29]	MBA, Auburn University  BS, Management Communication, Amridge University	24 years experience in Higher Education including admissions, academic administration, new to South University  2023-Current, Campus Dir & Dean Ac Aff & Ops, South University  2018-2022, Campus & Academic Dean, Strayer University  2016-2018, Dir Admissions Online, South College

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				2009-2016, VP Admissions, Education Corp. of America
Campus Director & Dean of Academic Affairs & Ops [23] – West Palm Beach	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Vacant Sylento Lewis[26], Interim		
Campus Director & Dean of Academic Affairs & Ops [23] - Tampa	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Vacant Sylento Lewis[26], Interim		
Campus Director & Dean of Academic Affairs & Ops [23] - Orlando	Assure academic quality, operational effectiveness, staff development, student retention, educational function, improvement and enrollment growth of the campus. Create a student-centered learning environment, and a campus culture of professionalism, teamwork, inclusiveness and respect among students, faculty and staff.	Vacant Sylento Lewis[26], Interim		
<b>Academic Officers</b>				
Associate Vice Chancellor for Academic Affairs[30]	Oversee and engage in strategic planning, budget planning, and evaluation of goals for assigned units. Implement and monitor the Academic Masterplan to guide programs, faculty, and staff development.	Christian Wright[31]	EdD, Counselor Education & Supervision, Argosy University  MA, Community Counseling, Argosy University	20 years experience in Higher Education including faculty, program management, and

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	Advance strategic growth initiatives designed to increase student enrollment, student retention, academic innovation, relationships with community partners, and the development of academic programs that will expand South University's reach into other markets and academic areas.		<p>Doctor of Chiropractic, National University of Health Sciences</p> <p>BS, Human Biology, National University of Health Sciences</p> <p>National Certified Counselor #758699</p>	<p>administrative roles, new to South University</p> <p>2023-Current, Assoc VC Ac Aff, South University</p> <p>2020-2022, VP Acad &amp; Stud Programs, Northwestern Health Sciences University</p> <p>2013-2020, Dept Dean Health Sci &amp; Gen Ed, Rasmussen University</p> <p>2012-2013, Dir Stud Aff, Rasmussen University</p> <p>2010-2012, Chair Health Sci, Rasmussen University</p> <p>2007-2012, Assoc Prof Health Sci, Rasmussen University</p>
Assistant Vice Chancellor for University Libraries[32]	Develop, manage, and evaluate resources and services for all South University Libraries, including online, including work to coordinate communication and collaboration of collection development, system wide strategic initiatives, strategic planning, budgeting. Chair of the university wide library committee, and oversight of the general operations of the libraries.	Nancy Speisser [33]	<p>MS, Library Science, The Catholic University of America</p> <p>BA, Liberal Arts, Virginia Wesleyan College</p> <p>12 Graduate Hours in Organizational Leadership Argosy University</p> <p>Post-Master's Certificate in Digital Librarianship San Jose State University</p>	<p>26 years experience in Higher Education librarianship, 13 years at South University</p> <p>2014-Current, Asst VC University Libraries, South University</p>

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				2010-Current, Library Director, South University  2005-2010, Resource Center Coordinator, Sentara Virginia Beach General Hospital  2003-2005, Assoc Dean, ITT Technical Institute  2000-2003, Librarian, ITT Technical Institute
Associate Vice Chancellor for Online Learning and Innovation[34]	Manage the key performance indicators of online courses, and the continuous improvement of online student academic experiences, including (but not limited to) the classroom environment, engaged faculty and analysis of retention programs that promote student success and persistence. Develop innovative academic experiences for all online learners, initiate programs to improve student retention to graduation and assure effective strategies for teaching excellence among full time and adjunct faculty.	Joanna Palmer[35]	PhD, Educational Psychology, Capella University  MA, Psychology, Chapman University  BA, Psychology & Communication, Randolph-Macon Woman' s College	21 years experience in Higher Education as faculty, program leadership, online management and administration, new to South University  2023-Current, Assoc VC Online Learning & Innovation, South University  2022-2023, Exec Dir Innovative Programs /Assoc Provost/ Interim Provost, Baker College  2016-2022, Dir Acad Aff Online Campus, Baker College  2012-2016, Dean/ Dir Psychology

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				<p>Programs, Baker College</p> <p>2006-2012, Faculty, Baker College</p>
Dean of Curriculum and Student Success[36]	<p>Provide leadership and oversight of University curricula and perform program and curriculum analysis including instructional design and project management tasks for new and existing programs. Ensure all courses (new and revised) are designed to maximize the student experience, provide consultation and resources to faculty and academic leaders designed to enhance student learning and success. Focus on building state-of-the-art courses, which will improve the student experience, increase course pass-rates, reduce course drop-rates, and increase course completion rates. Provide consultation regarding budgetary aspects of instructional costs and policies and procedures related to curriculum design and development.</p>	Brandy Kamm[37]	<p>PhD, Educational Leadership, University of Florida</p> <p>MEd, Educational Administration, University of Central Florida</p> <p>BA, Secondary Ed/Social Science, Stetson University</p>	<p>28 years experience in Higher Education including faculty, graduate student advising, and curriculum, new to South University</p> <p>2023-Current, Dean Curriculum &amp; Student Success, South University</p> <p>2022-2023, Assoc Dean &amp; Full Professor College of Education, National University</p> <p>2014-2022, Dir Curriculum &amp; Professor, Northcentral University</p> <p>2008-2014, Graduate/ Doctoral/ Research Lead, Grand Canyon University, Creighton University, Walden University, American College of Education, Arkansas State University</p>

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Dean of College of Business and Information Technology [38]	Chief academic officer for doctoral, masters, and bachelor programs, delivered in online and on-ground formats for the South University College of Business and Information Technology. Responsible for development of strategic vision; manage the strategic planning process; ensure academic integrity in college programs; oversee faculty and staff selection, retention, promotion and evaluation processes; encourage and support excellence in teaching, research /scholarly activity and service; manage the fiscal well-being of the college.	Mourad Oulid-Aissa [39] (Interim)	PhD, Computer Information and Control Engineering, University of Michigan  MS, Electrical and Computer Engineering, University of Michigan  BS, Electrical and Computer Engineering, University of Michigan	14 years experience in Higher Education including faculty and administrative roles, 9 years with South University.  9 years experience in IT industry prior.  2023-Current, Interim Dean College of Business, South University  2016-Current, Department Chair IST, South University  2014-2016, Program Dir IST, South University  2012-2014, Program Dir IST, EDMC  2010-2012, Faculty IST, Kaplan University  2009-2010, Chair & Faculty Mathematics & Science Dept, International School of Broward
Dean of College of Health Professions [40]	Chief academic officer for doctoral, masters, and bachelor programs delivered in both online and on-ground formats for the South University College of Health Professions. Ensure program content and	Ilaria Gadalla[41]	DMSc, Medical Science, University of Lynchburg  MS, Physician Assistant, Albany Medical College	8 years experience in Higher Education including faculty, operations, and administrative roles, primarily

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	delivery are consistently of high quality, review curriculum and establish /assess student learning outcomes, facilitate the sharing of best practices among campus faculty and online, and align campuses and online with program imperatives and the needs of the discipline. Assure quality services to clients; development, growth, involvement, and recognition of employees; maintain sound economic principles; and an environment conducive to innovation, positive thinking and expansion.		BS, Cardiopulmonary Science, Louisiana State University Health Sciences Center	<p>at South University</p> <p>15 years experience as licensed, practicing health care professional</p> <p>2022-Current, Dean College of Health Professions, South University</p> <p>2021-2022, Interim Asst Dean College of Health Professions, South University</p> <p>2016-2022, Dept Chair, Program Director, &amp; Faculty Physician Assistant Dept, South University</p>
Dean of College of Arts & Sciences[42]	Chief academic officer for doctoral, masters, and bachelor programs, delivered in online and on-ground formats for South University in the following disciplines: General Studies; Criminal Justice; Legal Studies; Behavioral Sciences. Ensure program content and delivery are of consistently high quality, review curriculum and establish/assess student learning outcomes, facilitate the sharing of best practices between campus faculty, and balance local campus interests with program imperatives and the needs of the discipline. Provide quality services to clients; development, growth, involvement, and	Jessica Masoner [43]	<p>EdD, Educational Leadership, Argosy University</p> <p>MA, Communication Studies, West Virginia University</p> <p>BS, Biological Sciences/ Communication, Juniata College</p> <p>Masterclass, Academic Program Evaluation, Gray Associates</p>	<p>21 years experience in Higher Education including faculty, program development, operations, and administrative roles in both online and on-ground education, 17 at South University.</p> <p>2023-Current, Dean Arts &amp; Sciences, South University</p> <p>2022-2023, Interim Dean</p>

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	recognition of employees; sound economic principles; and maintenance of an environment which is conducive to innovation, positive thinking and expansion.			Arts & Sciences, South University  2019-2023, Asst Dean Arts & Sciences, South University  2013-2023, Chair Gen Ed, South University  2006-2013, Dir Online Instruction, South University
Dean of College of Nursing & Public Health [44]	Chief academic officer for doctoral, certificate, masters, and bachelor programs delivered in both online and on-ground formats for the College of Nursing and Public Health. Ensures program content and delivery are consistently of high quality, review curriculum and establish/assess student learning outcomes, facilitate the sharing of best practices between campus faculty, and balance local campus interests with program imperatives and the needs of the discipline. Provide quality services to clients; development, growth, involvement, and recognition of employees; sound economic principles; and maintenance of an environment which is conducive to innovation, positive thinking and expansion.	Michelle Krawczyk [45]	DNP, Nursing Practice Education Leadership, American Sentinel University  MSN, Adult Advanced Registered Nurse Practitioner, University of Florida  BSN, Nursing, Jacksonville University  AA, General Studies, Florida Community College of Jacksonville	22 years experience in Higher Education including faculty, operations, and administrative roles, 1 year at South University  23 years experience as health care professional  2022-Current, Dean College of Nursing & Public Health, South University  2019-2022, Dean & Dir National Acad Ops College of Health Promotion, Chamberlain University  2015-2019, Asst Dean Faculty MSN Program, Chamberlain University



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				2013-2015, Faculty BSN /MSN Programs, Chamberlain University
Dean of School of Pharmacy[46]	Chief academic officer for the School of Pharmacy at South University. Ensure program content and delivery are consistently of high quality, achieve annual budgeted enrollment plan and establish/assess student learning outcomes; facilitate the sharing of best practices between campus faculty, and balance local campus interests with program imperatives and the needs of the discipline.	Adegoke Adeniji[47] (Interim)	PhD, Pharmacology and Toxicology, University of the Sciences  Postdoctoral Fellow, University of Pennsylvania  BPharm, Pharmacy, University of Ibadan, Nigeria	10 years experience in Higher Education including faculty, research operations and administrative roles, all at South University.  12 years experience in professional pharmacy roles  2022-Current, Interim Dean School of Pharmacy, South University  2021-Current, Chair Pharmaceutical Sciences, South University  2019-Current, Assoc Professor Pharmacology, South University  2016-Current, Dir Lab Research & Sponsored Project Admin, South University

South University's policy concerning regular evaluation of all personnel is published in the Faculty and Staff Handbook[48], which is provided to all employees upon hiring. South University considers all employees including administrators to be either a staff member or faculty member, regardless of the position. The policy for Performance Evaluation Process (101.11[49]) states:

*It is the policy of South University that each staff/faculty member's performance will be formally reviewed with their manager at least annually in order to recognize and document accomplishments*

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*and facilitate performance improvements. For most staff/faculty members at South University, these reviews are completed in close proximity to the staff/faculty member's anniversary date. For some staff /faculty members, these reviews are completed on a department-specific focal date. See your manager with questions about your review schedule. During the review process, each staff/faculty member is expected to participate in the establishment of performance goals. The appraisal serves as a vehicle for recognition, an exchange of views, and clarification of expectations.*

The overall performance of each staff member is formally reviewed annually on or near their individual anniversary date by their direct supervisor(s). Criteria for review of staff members includes competencies that are predefined by Human Resources related to employee level (i.e., staff, leadership, executive) and the description of the employee's position as well as goals that are set by the employee with input from their supervisor. The overall goal of the evaluations is based on a growth model, and culminates in the creation of a development plan, which focuses on professional development and training opportunities to prioritize for the following year.

Annual Performance Reviews are administered utilizing the Dayforce platform by accessing the "Performance Module". The full review process begins with an automated notification to the employee, requiring the completion of a self review. Once this is submitted, the supervisor completes a review of the employee and creates a development plan, based on the employees performance and goals. These managerial reviews are then sent to a secondary manager for review and approval, then the supervisor meets with the employee to discuss the review and the development plan. At the end of this feedback process, both the supervisor and the employee acknowledge the review and development plan within Dayforce.

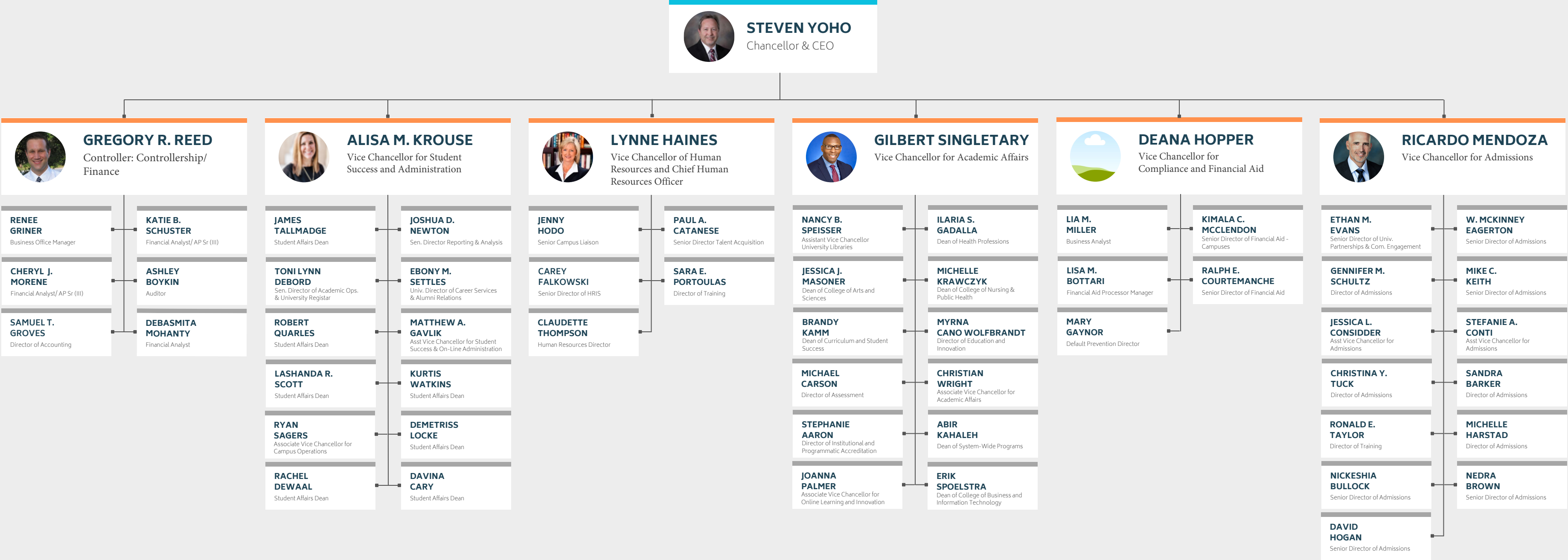
Sample completed evaluation forms for university and academic officers are provided here as supporting documentation of policy implementation. Asst VC Admissions[50], Campus Director[51], Finance Leader[52], Vice Chancellor[53]

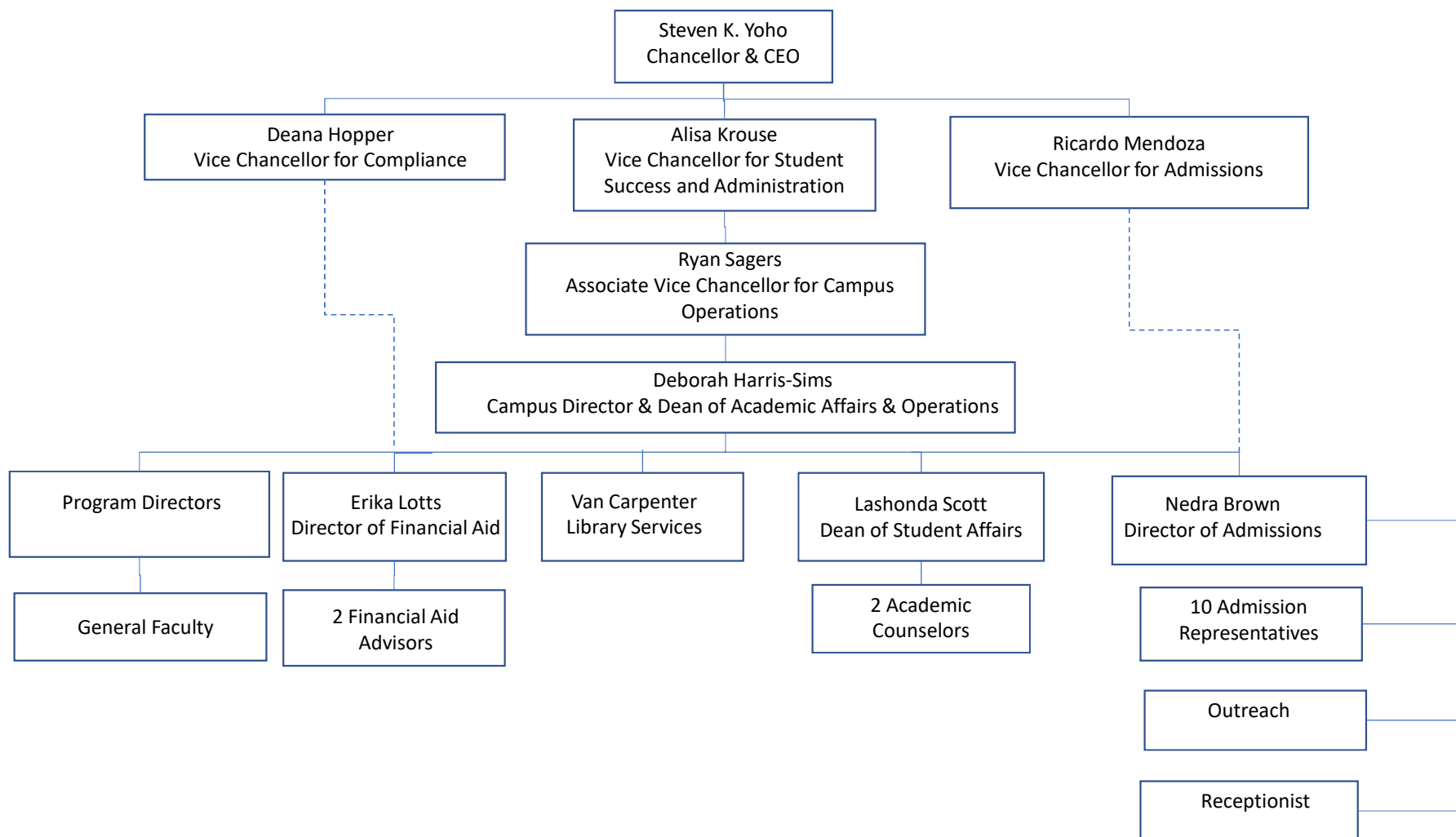
## Evidence

- [1] Vice Chancellor for Academic Affairs
- [2] G.Singletary
- [3] Vice Chancellor for Compliance and Financial Aid
- [4] D.Hopper
- [5] Vice Chancellor Human Resources
- [6] L.Haines
- [7] Vice Chancellor for Admissions
- [8] R.Mendoza
- [9] Vice Chancellor for Student Success and Administration
- [10] A.Krouse
- [11] Controller
- [12] G.Reed
- [13] Vice President Marketing
- [14] K.Baker
- [15] Associate Vice Chancellor for Campus Operations
- [16] R.Sagers
- [17] Assistant Vice Chancellor for Student Success and On-Line Administration
- [18] M.Gavlik
- [19] Assistant Vice Chancellor for Student Services
- [20] P.Wilson

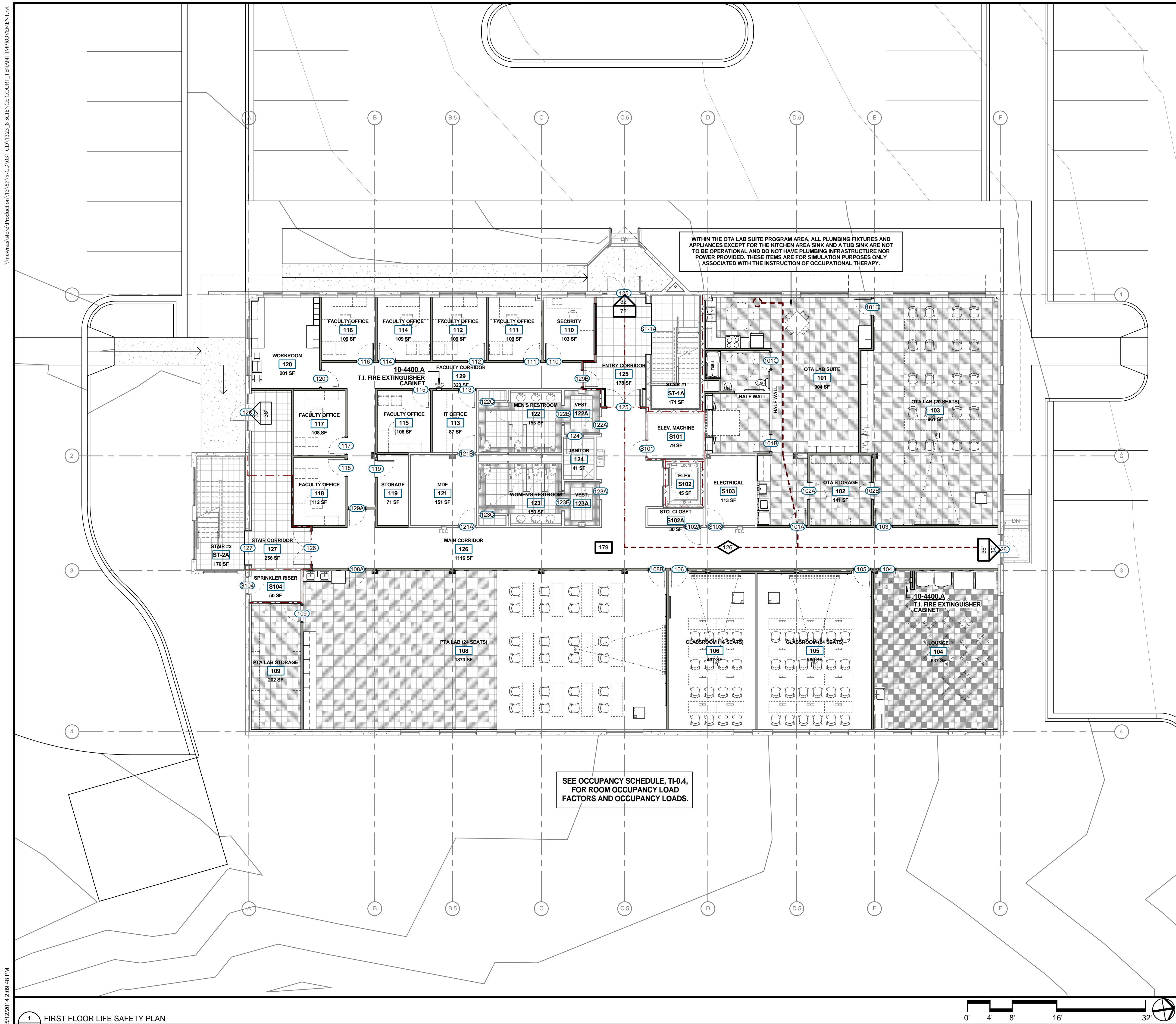
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- [21] Assistant Vice Chancellor of Admissions
- [22] A.Weeks
- [23] Campus Director and Dean for Academic Affairs and Operations
- [24] J.Crittenden
- [25] L.Larson
- [26] S.Lewis
- [27] C.Schnupp
- [28] A.Newsme
- [29] K.Macon
- [30] Associate Vice Chancellor for Academic Affairs
- [31] C.Wright
- [32] Assistant Vice Chancellor University Libraries
- [33] N.Speisser
- [34] Associate Vice Chancellor for Online Learning and Innovation
- [35] J.Palmer
- [36] Dean of Curriculum and Student Success
- [37] B.Kamm
- [38] Dean of College of Business and Information Technology
- [39] M.Oulid-Aissa
- [40] Dean-College of Health Professions
- [41] I.Gadalla
- [42] Dean - College of Arts and Sciences
- [43] J.Masoner
- [44] Dean College of Nursing Public Health
- [45] M.Krawczyk
- [46] Dean School of Pharmacy
- [47] A.Adeniji
- [48] SU Faculty Staff Handbook April 2023
- [49] PerfEvalProcess
- [50] Asst VC Admissions Performance review\_Redacted
- [51] Campus Director Performance Review\_Redacted
- [52] Finance Leader Performance Review\_Redacted
- [53] VC Performance Review\_Redacted
  - C.Falkowski
  - C.Thompson
  - J.Newton

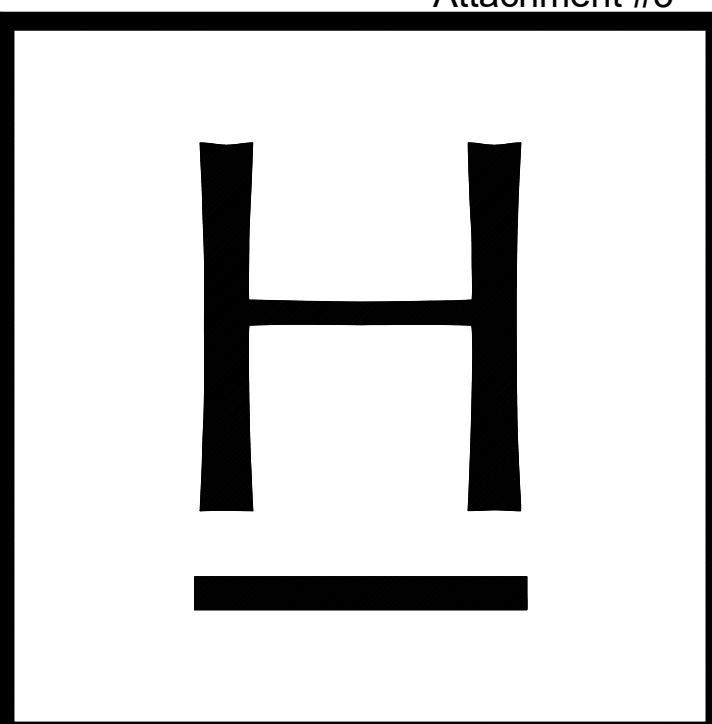








06-1000.A	ROUGH CARPENTRY
06-4100.A	ARCHITECTURAL WOOD CASEWORK
07-8400.A	FIRESTOPPING
07-9005.A	JOINT SEALERS
08-1113.A	HOLLOW METAL DOORS AND FRAMES
08-1416.A	FLUSH WOOD DOORS
08-7100.A	DOOR HARDWARE
08-8000.A	GLAZING
08-8300.A	MIRRORS
09-2116.A	METAL STUD FRAMING (SIZE)
09-2116.B	GYPSUM WALL BOARD, 5/8" (TYPE)
09-2116.C	GYPSUM WALL BOARD ACCESSORIES
09-2116.D	SOUND BATT INSULATION
09-3000.A	TILE
09-5100.A	ACOUSTICAL CEILINGS
09-6500.A	RESILIENT FLOORING
09-6800.A	CARPETING
09-7200.A	WALL COVERINGS
09-9000.A	PAINTING AND COATING
10-1101.A	VISUAL DISPLAY BOARDS
10-2226.33	FOLDING PANEL PARTITIONS
10-2800.A	TOILET, BATH, AND LAUNDRY ACCESSORIES
10-4400.A	FIRE PROTECTION SPECIALTIES
12-2113.A	HORIZONTAL LOUVER BLINDS
12-3600.A	COUNTERTOPS



**HANSEN**  
Established 1945  
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**South**  
**UNIVERSITY**  
ESTABLISHED 1899  
SCHOOL OF PHYSICAL THERAPY  
8 SCIENCE COURT  
COLUMBIA, SC 29203

TENANT IMPROVEMENT  
CONSTRUCTION DOCUMENTS

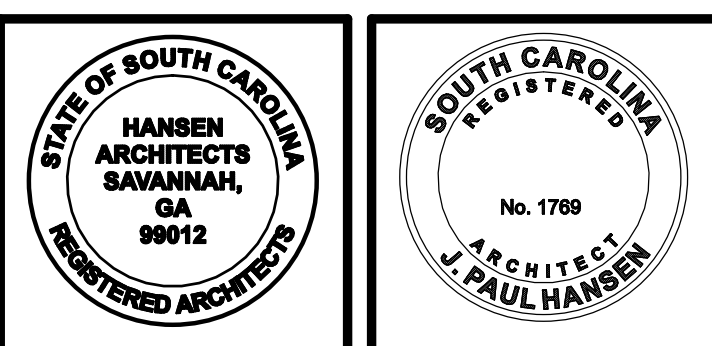
KEYNOTE LEGEND	
N.T.S.	
X	EGRESS WIDTH PROVIDED / EGRESS WIDTH REQUIRED
X	OCCUPANTS PER EGRESS WIDTH
X	TRAVEL DISTANCE
X	OCCUPANTS PER FLOOR

LIFE SAFETY GRAPHIC LEGEND	
N.T.S.	

REVISIONS	

SHEET TITLE  
**FIRST FLOOR LIFE SAFETY PLAN**

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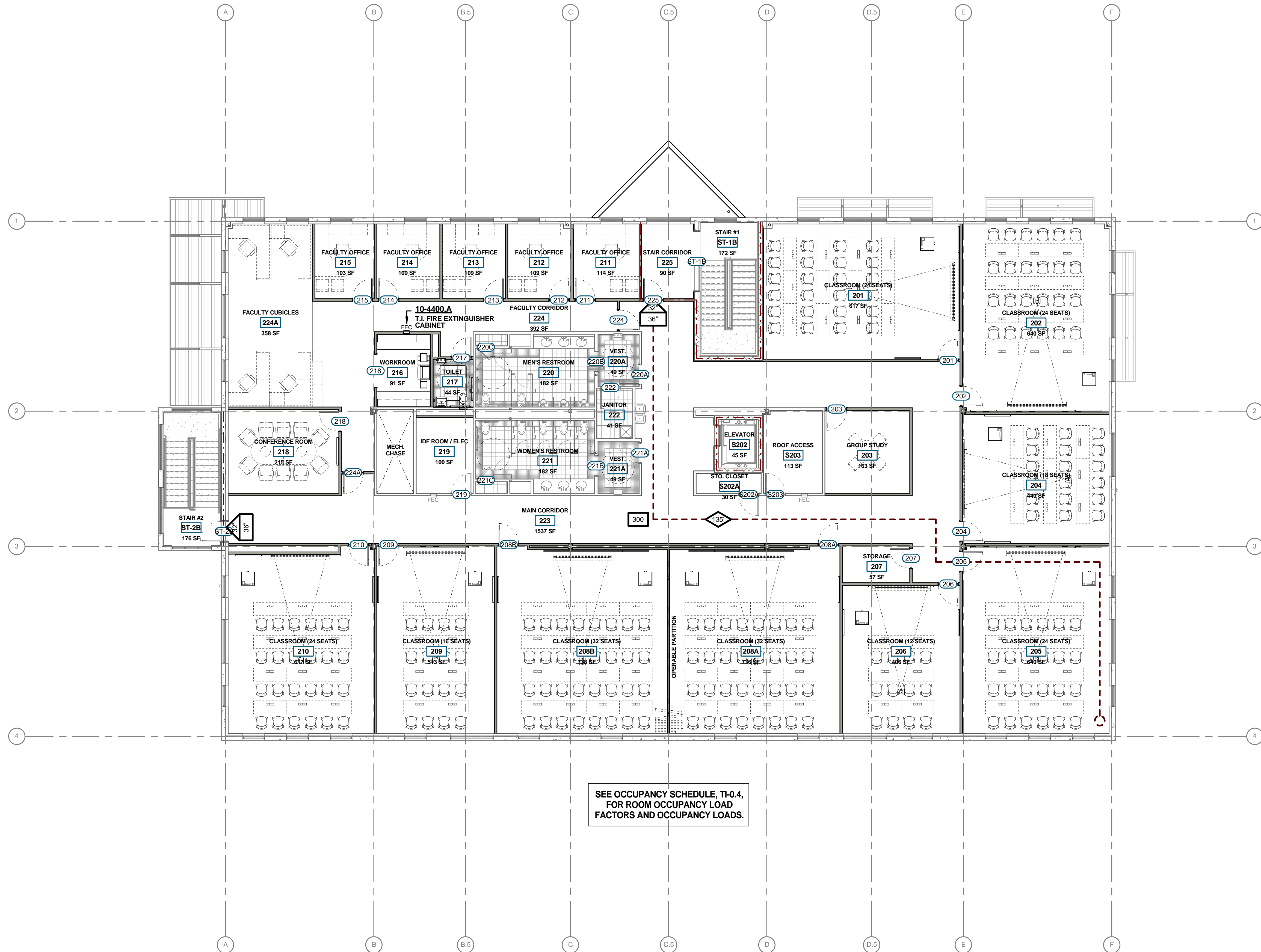
PROJECT NUMBER: 1323	SHEET NO.
DATE: 5.13.14	<b>TI-0.2</b>
DRAWN BY: SRG	
CHECKED BY: JPH	
SCALE: 1/8" = 1'-0"	
DRAWER:	



V:\newms\store\production\13\57\5-CD\031 CD\1325\_8 SCIENCE COURT\_TENANT IMPROVEMENT.rvt

5/12/2014 2:08:54 PM

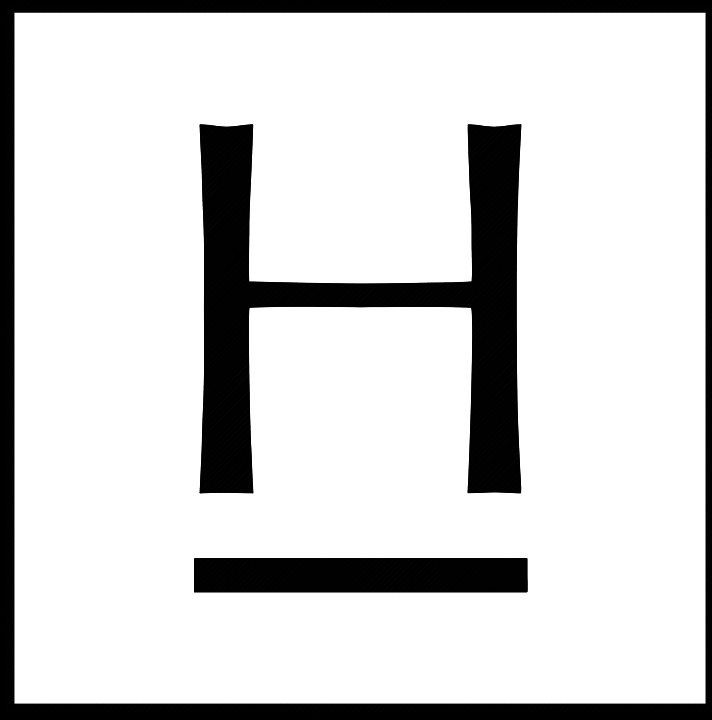
1 SECOND FLOOR LIFE SAFETY PLAN  
TI-0.3 1/8" = 1'-0"



- 06-1000.A ROUGH CARPENTRY
- 06-4100.A ARCHITECTURAL WOOD CASEWORK
- 07-8400.A FIRESTOPPING
- 07-9005.A JOINT SEALERS
- 08-1113.A HOLLOW METAL DOORS AND FRAMES
- 08-1416.A FLUSH WOOD DOORS
- 08-7100.A DOOR HARDWARE
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- 09-2116.A METAL STUD FRAMING (SIZE)
- 09-2116.B GYPSUM WALL BOARD, 5/8" (TYPE)
- 09-2116.C GYPSUM WALL BOARD ACCESSORIES
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- 12-2113.A HORIZONTAL LOUVER BLINDS
- 12-3600.A COUNTERTOPS

KEYNOTE LEGEND	
N.T.S.	
	EGRESS WIDTH PROVIDED / EGRESS WIDTH REQUIRED
	OCCUPANTS PER EGRESS WIDTH
	TRAVEL DISTANCE
	OCCUPANTS PER FLOOR

LIFE SAFETY GRAPHIC LEGEND  
N.T.S.



HANSEN  
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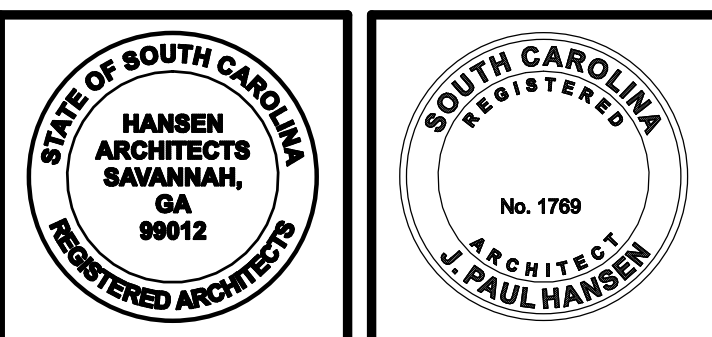
South  
UNIVERSITY  
ESTABLISHED 1899  
SCHOOL OF PHYSICAL THERAPY  
8 SCIENCE COURT  
COLUMBIA, SC 29203

TENANT IMPROVEMENT  
CONSTRUCTION DOCUMENTS

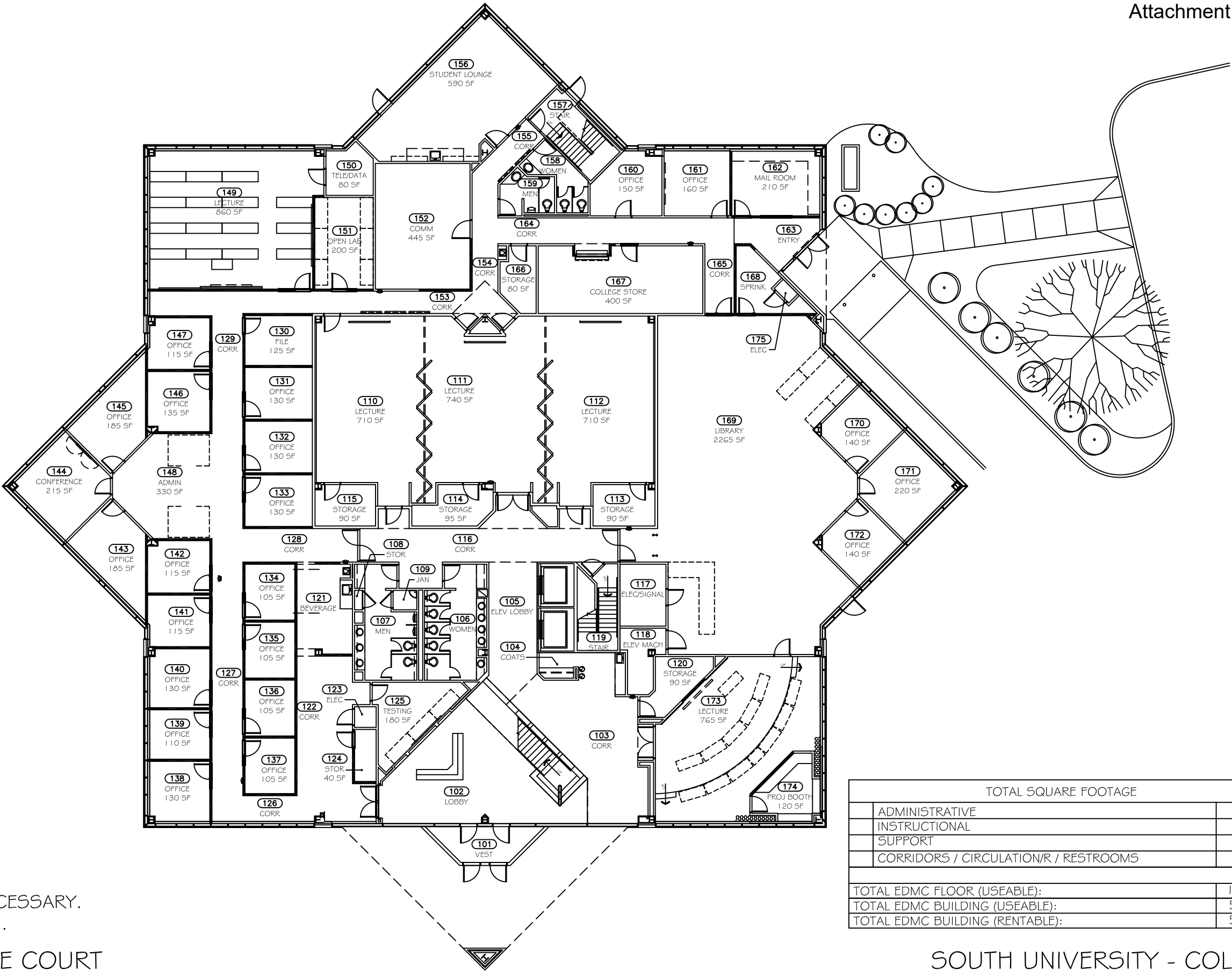
REVISIONS

SHEET TITLE  
SECOND FLOOR LIFE  
SAFETY PLAN

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PROJECT NUMBER: 1323  
DATE: 5.13.14  
DRAWN BY: SRG  
CHECKED BY: JPH  
SCALE: 1/8" = 1'-0"  
DRAWER:  
SHEET NO.  
TI-0.3



SOUTH UNIVERSITY - COLUMBIA

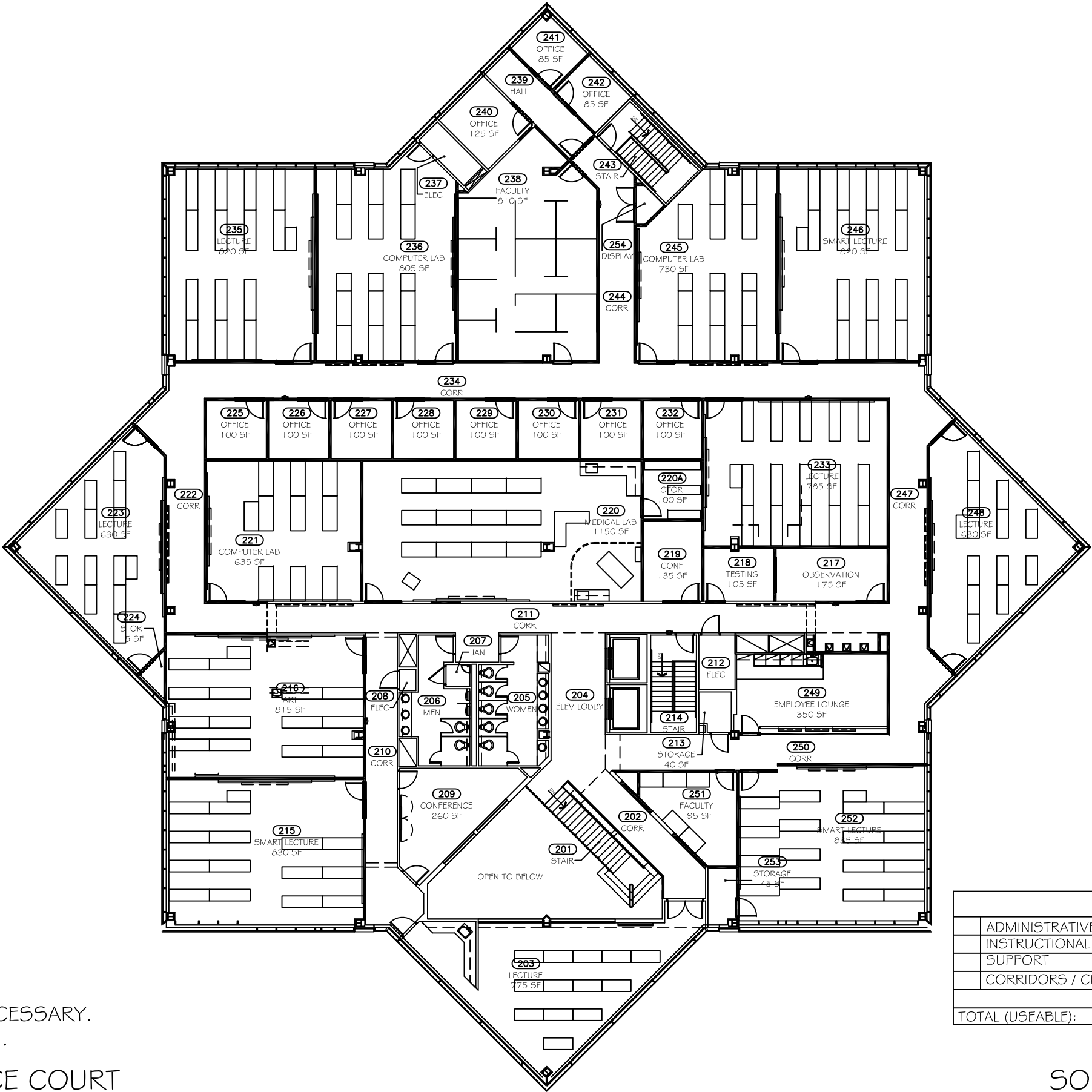
24 APR 2008

FACILITY SURVEY FOR THE

EDUCATION MANAGEMENT CORP. FACILITIES DEPARTMENT

DWG NAME: 7054R111.DWG  
DWG SCALE: 1" = 20'-0"  
DWG DATE: 04/24/2008





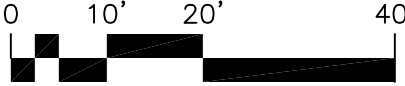
TOTAL SQUARE FOOTAGE		
ADMINISTRATIVE		0
INSTRUCTIONAL		0
SUPPORT		0
CORRIDORS / CIRCULATION/R / RESTROOMS		0
TOTAL (USEABLE):		18,845

FIELD VERIFICATION OF SPACES IS NECESSARY.  
NOT TO BE USED FOR CONSTRUCTION.

2ND FLOOR PLAN - 9 SCIENCE COURT

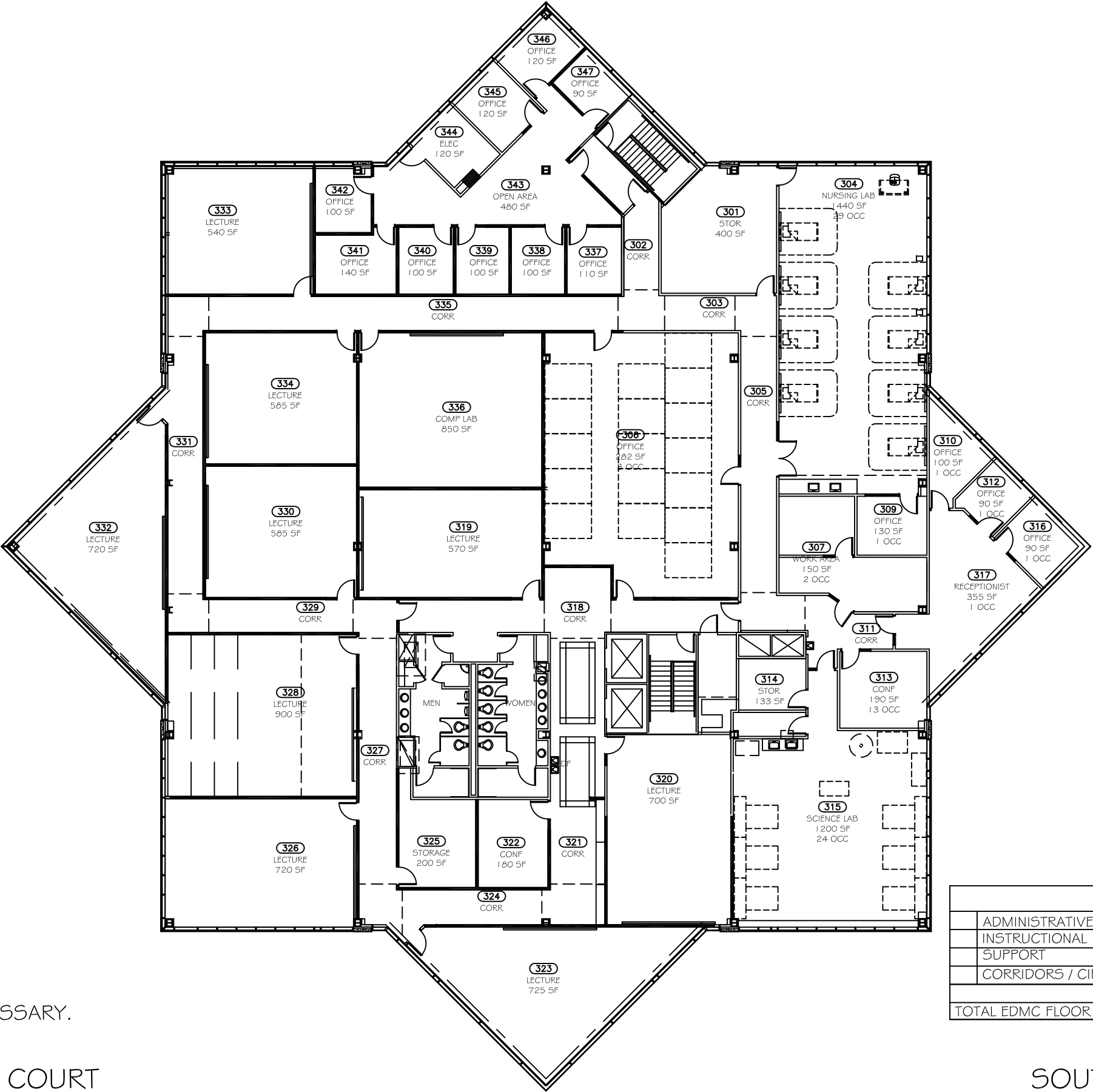
SOUTH UNIVERSITY - COLUMBIA

24 APR 2008



FACILITY SURVEY FOR THE

EDUCATION MANAGEMENT CORP. FACILITIES DEPARTMENT

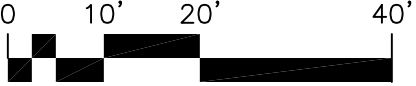


FIELD VERIFICATION OF SPACES IS NECESSARY.  
NOT TO BE USED FOR CONSTRUCTION.

3RD FLOOR PLAN - 9 SCIENCE COURT

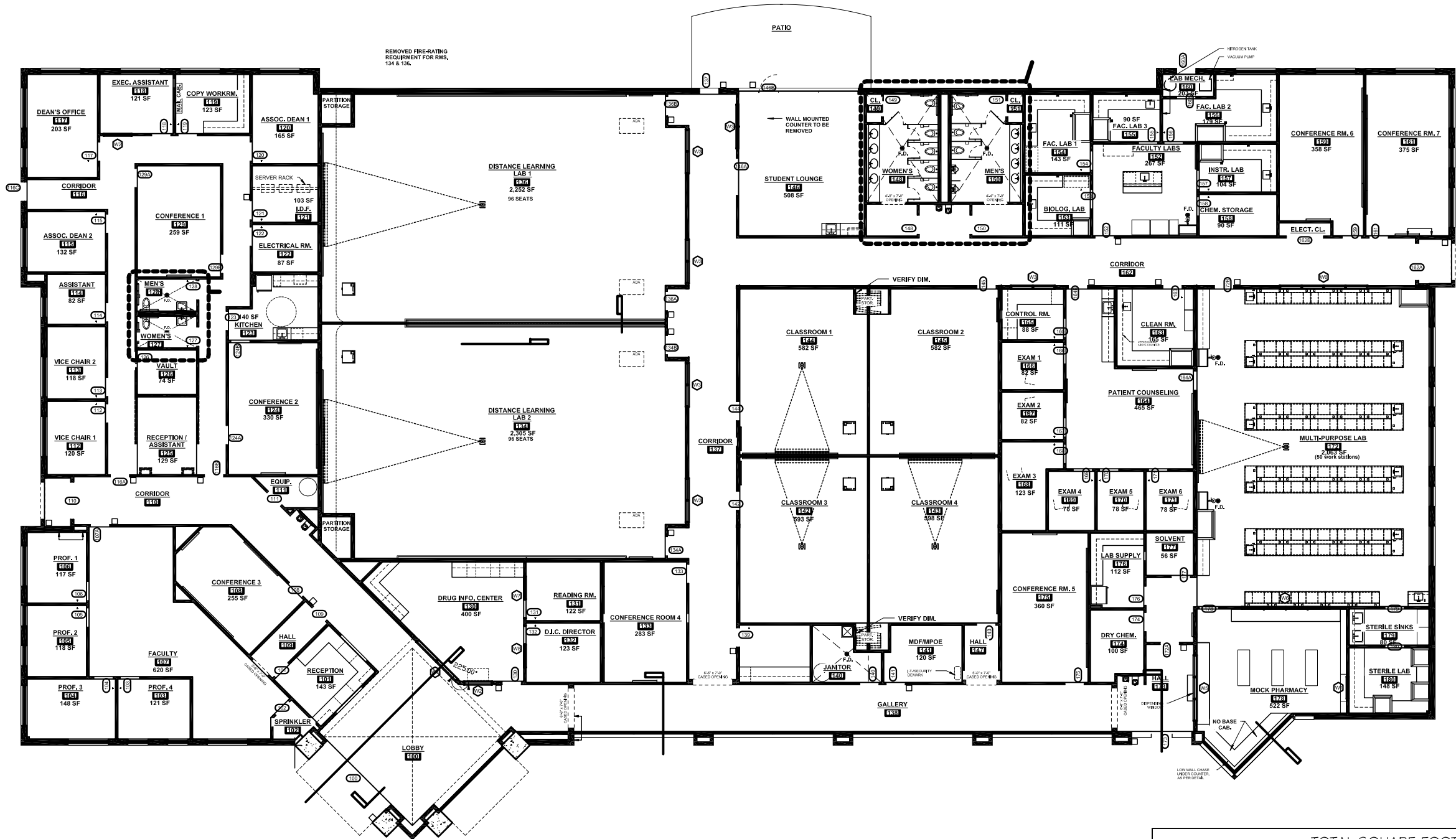
SOUTH UNIVERSITY - COLUMBIA

19 DECEMBER 08



FACILITY SURVEY FOR THE

EDUCATION MANAGEMENT CORP. FACILITIES DEPARTMENT



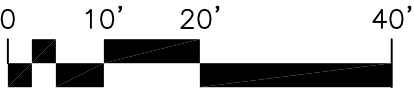
TOTAL SQUARE FOOTAGE	
ADMINISTRATIVE	0
INSTRUCTIONAL	0
SUPPORT	0
CORRIDORS / CIRCULATION/R / RESTROOMS	0
TOTAL (USEABLE):	25,656
TOTAL (RENTABLE):	26,002

FIELD VERIFICATION OF SPACES IS NECESSARY.  
NOT TO BE USED FOR CONSTRUCTION.

1ST FLOOR PLAN - 10 SCIENCE COURT

SOUTH UNIVERSITY COLUMBIA

21 DECEMBER 2012  
SCALE: 1" = 20' - 0"



FACILITY SURVEY FOR THE  
EDUCATION MANAGEMENT CORP. FACILITIES DEPARTMENT

**FIRST AMENDMENT TO AMENDED AND RESTATED LEASE**

**THIS FIRST AMENDMENT TO AMENDED AND RESTATED LEASE** (this "Amendment") is made and entered into effective as of December 1, 2022, (the "Effective Date"), by and between **STORE CAPITAL ACQUISITIONS, LLC**, a Delaware limited liability company ("Landlord"), and **SOUTH UNIVERSITY OF CAROLINA, INC.**, a South Carolina corporation ("Tenant").

RECITALS:

A. Landlord and Tenant entered into that certain Amended and Restated Lease dated March 10, 2014 (together with any amendments thereto, the "Lease"), with respect to the lease of certain real property identified in the Lease.

B. Landlord and Tenant desire to further amend the Lease pursuant to the terms and conditions set forth in this Amendment.

C. Capitalized terms used but not defined in this Amendment shall have the meaning set forth in the Lease.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged and received, the parties agree as follows:

**1. Fixed Rent.**

- a. Section 1.10 of the Lease and Section 4.1 of the Lease are each hereby amended to provide that, as of the Effective Date, the "Fixed Rent" shall be a base monthly rental of \$105,735.67, subject to the Rental Adjustments.
- b. Commencing on December 1, 2022 and continuing monthly through and including the Fixed Rent payment payable on July 1, 2024, additional monthly rent in the amount of \$13,255.25 shall be due and payable in the manner as Fixed Rent.

**2. Primary Term.** Section 1.26 of the Lease and Section 3.1 of the Lease are each hereby amended to provide that the "Primary Term" shall expire on March 31, 2032, which date shall be the "Expiration Date" under Section 3.1 of the Lease.

**3. Guaranty.** On or before the execution of this Amendment, Tenant shall cause South University - Member, LLC, an Arizona limited liability company ("Guarantor"), to execute and deliver to Landlord an Unconditional Guaranty of Payment and Performance guaranteeing the obligations of Tenant under the Lease.

**4. Non-Compete.** During the Term, Landlord shall not lease the real property located at 8 Science Court and 10 Science Court, Columbia, SC adjacent to the Property to any new education tenants that may be in direct competition with Tenant, such as public, private, or for-profit four-year college or university with similar programs or curriculum; provided, however, a trade school, technical school or community college shall be an acceptable tenant.

5. **Clock Tower.** Landlord and Tenant hereby acknowledge that Tenant has a clock tower on adjacent property of Landlord and such clock tower shall not be affected by the terms of this Amendment.

6. **Tenant Improvement Allowance.** Provided that no Event of Default has occurred and is continuing, Tenant may request from Lessor a tenant improvement allowance up to \$302,100.00 to pay for improvements to the Premises made on or before December 31, 2025. The terms and conditions, documentation and amount of such tenant improvement allowance shall be subject to the review and approval of Landlord and Tenant at the time of such request, including without limitation, after (i) confirmation that Tenant's architect has certified the completion of the Lessee's improvements, if applicable; (ii) Tenant has obtained final lien waivers in form reasonably acceptable to Landlord from Tenant's contractors; (iii) Tenant has obtained a certificate of occupancy for the Premises, if applicable to the improvements; and (iv) Tenant has submitted reasonably detailed invoices and, to the extent Tenant seeks reimbursement, cancelled checks for the amount expended by Lessee on such improvements (items (i) through (iv), "Required Documentation"). Lessor shall pay to Lessee the requested amount of the tenant improvement allowance within thirty (30) days of receipt by Landlord of the Required Documentation. Tenant may request of a disbursement of the tenant improvement allowance no more frequently than once a calendar month.

7. **Brokerage.** Landlord and Tenant represent and warrant to each other that they have had no conversation or negotiations with any broker concerning this Amendment, other than Cushman & Wakefield, whose commission shall be paid by Landlord.

8. **Effect of Amendment.** Except as expressly provided herein, the parties agree that this Amendment, and the negotiations, communications and agreements related thereto and the transactions contemplated hereby, shall not in any way, affect, modify, impair or change any of the rights and/or obligations of the parties under the Lease. If there is any conflict between the Lease and the terms of this Amendment, the terms of this Amendment shall control.

9. **Counterparts.** This Amendment may be executed in counterparts and shall be binding on all the parties hereto as if one document had been signed. The delivery of an executed copy of this Amendment by facsimile or electronic mail transmission shall have the same force and effect as the delivery of the original, signed copy of this Amendment.

*[Signature Pages Follow]*

IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

**LANDLORD:**

**STORE CAPITAL ACQUISITIONS, LLC,**  
a Delaware limited liability company

By: \_\_\_\_\_

Name: \_\_\_\_\_  
**Lyena Hale**  
**Senior Vice President**  
**Portfolio Management**

Title: \_\_\_\_\_

IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

**TENANT:**

**SOUTH UNIVERSITY OF CAROLINA, INC.**, a South Carolina corporation

By: Steven K. Yoho

Name: Steven K. Yoho

Title: Chancellor & CEO

**FIRST AMENDMENT TO AMENDED AND RESTATED INDENTURE OF LEASE**

**THIS FIRST AMENDMENT TO AMENDED AND RESTATED INDENTURE OF LEASE** (this "Amendment") is made and entered into effective as of December 1, 2022, (the "Effective Date"), by and between **STORE CAPITAL ACQUISITIONS, LLC**, a Delaware limited liability company ("Landlord"), and **SOUTH UNIVERSITY OF CAROLINA, INC.**, a South Carolina corporation ("Tenant").

RECITALS:

A. Landlord and Tenant entered into that certain Amended and Restated Indenture of Lease dated March 10, 2014 (together with any amendments thereto, the "Lease"), with respect to the lease of certain real property identified in the Lease.

B. Landlord and Tenant desire to amend the Lease pursuant to the terms and conditions set forth in this Amendment.

C. Capitalized terms used but not defined in this Amendment shall have the meaning set forth in the Lease.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged and received, the parties agree as follows:

1. **Fixed Rent.** Section 1.10 of the Lease and Section 4.1 of the Lease are each hereby amended to provide that the current is "Fixed Rent" shall be payable in the below amounts:

Date	Fixed Rent
1-Dec-22	\$ 42,962.70
1-Jan-23	\$ 40,814.57
1-Feb-23	\$ 38,666.43
1-Mar-23	\$ 36,518.30
1-Apr-23	\$ 35,057.57
1-May-23	\$ 32,866.47
1-Jun-23	\$ 30,675.37
1-Jul-23	\$ 28,484.27
1-Aug-23	\$ 26,293.18
1-Sep-23	\$ 24,102.08
1-Oct-23	\$ 21,910.98
1-Nov-23	\$ 19,719.88
1-Dec-23	\$ 17,528.78
1-Jan-24	\$ 15,337.69
1-Feb-24	\$ 13,146.59
1-Mar-24	\$ 10,955.49
1-Apr-24	\$ 8,939.68
1-May-24	\$ 6,704.76
1-Jun-24	\$ 4,469.84



1-Jul-24	\$	2,234.92
----------	----	----------

From and after August 1, 2024, the Fixed Rent shall be \$0.00, provided however, Tenant shall remain responsible for all other costs and expenses due under the Lease, including Impositions, Operating Expenses and other Additional Rent.

2. **Share of Impositions and Operating Expenses.** Landlord and Tenant hereby acknowledge and agree that in the event that any Impositions or Operating Expenses are attributable to both the Property and the adjacent real property owned by Landlord commonly known as 8 Science Court, Columbia SC, the Property's pro rata share of such Impositions or Operating Expenses shall be fifty-four and forty-three one hundredths percent (54.43%).

3. **Property Tax Obligation.** Landlord and Tenant hereby agree that as of the Effective Date, Tenant's pro rata share of real property taxes shall be reduced by five (5.0%) percent per month for a total of twenty (20) months. With respect to December, 2022, Tenant is responsible for 100% of the Impositions and from and after August 1, 2024, Tenant shall no longer be responsible for Impositions. Landlord shall be responsible for all Impositions that are no longer the responsibility of Tenant pursuant to this Section 2.

Tenant shall pay to Landlord on the first day of each month the amount that Landlord reasonably estimates that will be due in accordance with the paragraph above (the "Reserve"). In the event that the Reserve does not contain sufficient funds to timely pay Tenant's share of the Impositions pursuant to this Section 4, upon Landlord's written notification thereof, Tenant shall, within five (5) Business Days of such notice, provide funds to Landlord in the amount of such deficiency. Landlord shall pay or cause to be paid directly to the applicable taxing authorities the Impositions. Tenant shall cooperate fully with Landlord in assuring that the Impositions are timely paid. Landlord may deposit all Reserve funds in accounts insured by any federal or state agency and may commingle such funds with other funds and accounts of Landlord. Interest or other gains from such funds, if any, shall be the sole property of Landlord. Upon an Event of Default, in addition to any other remedies, Landlord may apply all impounded funds in the Reserve against any sums due from Tenant to Landlord. Landlord shall give to Tenant an annual accounting showing all credits and debits to and from such impounded funds received from Tenant.

4. **Non-Compete.** During the Term, Landlord shall not lease the real property located at 8 Science Court and 9 Science Court, Columbia, SC adjacent to the Property to any new education tenants that may be in direct competition with Tenant, such as public, private, or for-profit four-year college or university with similar programs or curriculum; provided, however, a trade school, technical school or community college shall be an acceptable tenant.

5. **Clock Tower.** Landlord and Tenant hereby acknowledge that Tenant has a clock tower on adjacent property of Landlord and such clock tower shall not be affected by the terms of this Amendment.

6. **Effect of Amendment.** Except as expressly provided herein, the parties agree that this Amendment, and the negotiations, communications and agreements

related thereto and the transactions contemplated hereby, shall not in any way, affect, modify, impair or change any of the rights and/or obligations of the parties under the Lease. If there is any conflict between the Lease and the terms of this Amendment, the terms of this Amendment shall control.

7. **Counterparts.** This Amendment may be executed in counterparts and shall be binding on all the parties hereto as if one document had been signed. The delivery of an executed copy of this Amendment by facsimile or electronic mail transmission shall have the same force and effect as the delivery of the original, signed copy of this Amendment.

*[Signature Pages Follow]*

IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

**LANDLORD:**

**STORE CAPITAL ACQUISITIONS, LLC,**  
a Delaware limited liability company

By: \_\_\_\_\_

Name: \_\_\_\_\_  
**Lyena Hale**  
**Senior Vice President**  
**Portfolio Management**

Title: \_\_\_\_\_

IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

**TENANT:**

**SOUTH UNIVERSITY OF CAROLINA, INC.**, a South Carolina corporation

By: STEVEN K. Yoho

Name: Steven K. Yoho

Title: Chancellor & CEO

## FIRST AMENDMENT TO INDENTURE OF LEASE

**THIS FIRST AMENDMENT TO INDENTURE OF LEASE** (this "Amendment") is made and entered into effective as of December 1, 2022, (the "Effective Date"), by and between **STORE CAPITAL ACQUISITIONS, LLC**, a Delaware limited liability company ("Landlord"), and **SOUTH UNIVERSITY OF CAROLINA, INC.**, a South Carolina corporation ("Tenant").

### RECITALS:

A. Landlord and Tenant entered into that certain Indenture of Lease dated March 10, 2014 (together with any amendments thereto, the "Lease"), with respect to the lease of certain real property identified in the Lease.

B. Landlord and Tenant desire to amend the Lease pursuant to the terms and conditions set forth in this Amendment.

C. Capitalized terms used but not defined in this Amendment shall have the meaning set forth in the Lease.

NOW, THEREFORE, for good and valuable consideration, the sufficiency of which is hereby acknowledged and received, the parties agree as follows:

1. **Fixed Rent.** Section 1.10 of the Lease and Section 4.1 of the Lease are each hereby amended to provide that the current is "Fixed Rent" shall be payable in the below amounts:

Date	Fixed Rent
1-Dec-22	\$ 36,022.58
1-Jan-23	\$ 34,221.45
1-Feb-23	\$ 32,420.32
1-Mar-23	\$ 31,231.57
1-Apr-23	\$ 29,394.42
1-May-23	\$ 27,557.27
1-Jun-23	\$ 25,720.12
1-Jul-23	\$ 23,882.97
1-Aug-23	\$ 22,045.82
1-Sep-23	\$ 20,208.67
1-Oct-23	\$ 18,371.51
1-Nov-23	\$ 16,534.36
1-Dec-23	\$ 14,697.21
1-Jan-24	\$ 12,860.06
1-Feb-24	\$ 11,022.91
1-Mar-24	\$ 9,369.47
1-Apr-24	\$ 7,495.58
1-May-24	\$ 5,621.68
1-Jun-24	\$ 3,747.79
1-Jul-24	\$ 1,873.89

From and after August 1, 2024, the Fixed Rent shall be \$0.00, provided however, Tenant shall remain responsible for all other costs and expenses due under the Lease, including Impositions, Operating Expenses and other Additional Rent; provided, however, that Tenant's obligations with respect to Impositions shall be immediately reduced based on Tenant's declining pro rata share as set forth in Paragraph 2 below.

2. **Share of Impositions and Operating Expenses.** Landlord and Tenant hereby acknowledge and agree that in the event that any Impositions or Operating Expenses are attributable to both the Property and the adjacent real property owned by Landlord commonly known as 10 Science Court, Columbia SC, the Property's pro rata share of such Impositions or Operating Expenses shall be forty-five and fifty-seven one hundredths percent (45.57%).

3. **Property Tax Obligation.** Landlord and Tenant hereby agree that as of the Effective Date, Tenant's pro rata share of real property taxes shall be reduced by five (5.0%) percent per month for a total of twenty (20) months. With respect to December, 2022, Tenant is responsible for 100% of the Impositions and from and after August 1, 2024, Tenant shall no longer be responsible for Impositions. Landlord shall be responsible for all Impositions that are no longer the responsibility of Tenant pursuant to this Section 2.

Tenant shall pay to Landlord on the first day of each month the amount that Landlord reasonably estimates that will be due in accordance with the paragraph above (the "Reserve"). In the event that the Reserve does not contain sufficient funds to timely pay Tenant's share of the Impositions pursuant to this Section 4, upon Landlord's written notification thereof, Tenant shall, within five (5) Business Days of such notice, provide funds to Landlord in the amount of such deficiency. Landlord shall pay or cause to be paid directly to the applicable taxing authorities the Impositions. Tenant shall cooperate fully with Landlord in assuring that the Impositions are timely paid. Landlord may deposit all Reserve funds in accounts insured by any federal or state agency and may commingle such funds with other funds and accounts of Landlord. Interest or other gains from such funds, if any, shall be the sole property of Landlord. Upon an Event of Default, in addition to any other remedies, Landlord may apply all impounded funds in the Reserve against any sums due from Tenant to Landlord. Landlord shall give to Tenant an annual accounting showing all credits and debits to and from such impounded funds received from Tenant.

4. **Non-Compete.** During the Term, Landlord shall not lease the real property located at 9 Science Court and 10 Science Court, Columbia, SC adjacent to the Property to any new education tenants that may be in direct competition with Tenant, such as public, private, or for-profit four-year college or university with similar programs or curriculum; provided, however, a trade school, technical school or community college shall be an acceptable tenant.

5. **Clock Tower.** Landlord and Tenant hereby acknowledge that Tenant has a clock tower on adjacent property of Landlord and such clock tower shall not be affected by the terms of this Amendment.

6. **Effect of Amendment.** Except as expressly provided herein, the parties agree that this Amendment, and the negotiations, communications and agreements related thereto and the transactions contemplated hereby, shall not in any way, affect,

modify, impair or change any of the rights and/or obligations of the parties under the Lease. If there is any conflict between the Lease and the terms of this Amendment, the terms of this Amendment shall control.

7. **Counterparts.** This Amendment may be executed in counterparts and shall be binding on all the parties hereto as if one document had been signed. The delivery of an executed copy of this Amendment by facsimile or electronic mail transmission shall have the same force and effect as the delivery of the original, signed copy of this Amendment.

*[Signature Pages Follow]*

IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

**LANDLORD:**

**STORE CAPITAL ACQUISITIONS, LLC,**  
a Delaware limited liability company

By:  \_\_\_\_\_

Name: Lyena Hale \_\_\_\_\_

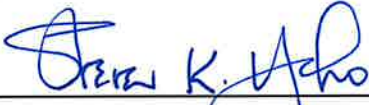
Title: Senior Vice President  
Portfolio Management \_\_\_\_\_



IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

**TENANT:**

**SOUTH UNIVERSITY OF CAROLINA, INC.**, a South Carolina corporation

By: 

Name: Steven K. Yoho

Title: Chancellor & CEO

## INCREASE PENALTY RIDER

BOND AMOUNT \$1,780,000.00 BOND NO. 107039527

To be attached and form a part of Bond No. 107039527 dated the 24th Day of February, 2019, executed by Travelers Casualty and Surety Company of America as surety, on behalf of South University of Carolina, LLC as current principal of record, and in favor of South Carolina Commission on Higher Education, as Obligee for SC Commission on Higher Education Nonpublic Postsecondary Institution Bond Rev 9-11 (License & Permit):SAAcode=900, and in the amount of One Million Seven Hundred Eighty Thousand Dollars and 00/100 (\$1,780,000.00).

In consideration of the agreed premium charged for this bond, it is understood and agreed that Travelers Casualty and Surety Company of America hereby consents that effective from the 24th Day of February, 2024, said bond shall be amended as follows:

THE BOND PENALTY SHALL BE INCREASED:

FROM: One Million Seven Hundred Eighty Thousand Dollars and 00/100 (\$1,780,000.00)

TO: One Million Eight Hundred Ten Thousand Dollars and 00/100 (\$1,810,000.00)

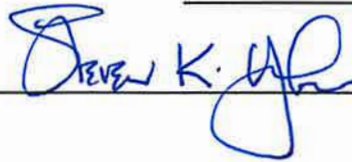
The INCREASE of said bond penalty shall be effective as of the 24th Day of February, 2024, and does hereby agree that the continuity of protection under said bond subject to changes in penalty shall not be impaired hereby, provided that the aggregate liability of the above mentioned bond shall not exceed the amount of liability assumed by it at the time the act and/or acts of default were committed and in no event shall such liability be cumulative.

Signed, sealed and dated this 17th Day of January, 2024

South University of Carolina, LLC

PRINCIPAL


BY



Travelers Casualty and Surety Company of America

SURETY

BY



Sharon E. Griffith, ATTORNEY-IN-FACT

THE ABOVE BOND IS HEREBY AGREED TO AND ACCEPTED BY:

South Carolina Commission on Higher Education

OBLIGEE

BY

TITLE



**POWER OF ATTORNEY**

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint **SHARON E GRIFFITH** of **BIRMINGHAM**, **Alabama**, their true and lawful Attorney(s)-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this **21st** day of **April**, 2021.



State of Connecticut

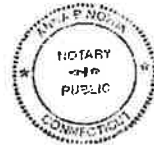
City of Hartford ss.

By:   
 Robert L. Raney, Senior Vice President

On this the **21st** day of **April**, 2021, before me personally appeared **Robert L. Raney**, who acknowledged himself to be the Senior Vice President of each of the Companies, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

My Commission expires the **30th** day of **June**, 2026



  
 Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of each of the Companies, which resolutions are now in full force and effect, reading as follows:

**RESOLVED**, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

**FURTHER RESOLVED**, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

**FURTHER RESOLVED**, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

**FURTHER RESOLVED**, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, **Kevin E. Hughes**, the undersigned, Assistant Secretary of each of the Companies, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this **17th** day of **January**, 2024.



  
 Kevin E. Hughes, Assistant Secretary

**To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880.**  
**Please refer to the above-named Attorney(s)-in-Fact and the details of the bond to which this Power of Attorney is attached.**

Campus/Program	Total Adj. Tracked Grads	Total Adj. SU Waivers	Total Adj. SU Available	Total Adj. SU Placements	% Employed
<b>SU Columbia</b>	<b>238</b>	<b>5</b>	<b>233</b>	<b>105</b>	<b>45%</b>
<b>Associate of Science</b>	<b>37</b>	<b>0</b>	<b>37</b>	<b>18</b>	<b>49%</b>
Medical Assisting	2	0	2	1	50%
Occupational Therapy Assistant	15	0	15	3	20%
Paralegal Studies	1	0	1	0	0%
Physical Therapist Assistant	19	0	19	14	74%
<b>Bachelor of Arts</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>13%</b>
Psychology	8	0	8	1	13%
<b>Bachelor of Business Administration</b>	<b>12</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0%</b>
Business Administration	12	0	12	0	0%
<b>Bachelor of Science</b>	<b>33</b>	<b>4</b>	<b>29</b>	<b>8</b>	<b>28%</b>
Criminal Justice	8	1	7	2	29%
Health Sciences	1	0	1	0	0%
Healthcare Management	8	0	8	1	13%
Information Technology	3	1	2	1	50%
Legal Studies	1	0	1	1	100%
Public Health	12	2	10	3	30%
<b>Bachelor of Science in Nursing</b>	<b>19</b>	<b>0</b>	<b>19</b>	<b>18</b>	<b>95%</b>
Nursing	18	0	18	18	100%
Nursing RN to BSN Degree Completion	1	0	1	0	0%
<b>Doctor of Pharmacy</b>	<b>31</b>	<b>0</b>	<b>31</b>	<b>24</b>	<b>77%</b>
Pharmacy	31	0	31	24	77%
<b>Master of Arts</b>	<b>26</b>	<b>0</b>	<b>26</b>	<b>13</b>	<b>50%</b>
Clinical Mental Health Counseling	26	0	26	13	50%
<b>Master of Business Administration</b>	<b>39</b>	<b>0</b>	<b>39</b>	<b>14</b>	<b>36%</b>
Business Administration	24	0	24	10	42%
Healthcare Administration	15	0	15	4	27%
<b>Master of Public Administration</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0%</b>
Public Administration	5	0	5	0	0%
<b>Master of Science</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>13%</b>
Criminal Justice	7	0	7	0	0%
Leadership	1	0	1	1	100%
<b>Master of Science in Nursing</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>33%</b>
Nursing with a specialization in Family Nurse Practitioner	3	0	3	1	33%
<b>Post Graduate Certificate</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>33%</b>
Family Nurse Practitioner	3	0	3	1	33%
<b>RN to Master of Science in Nursing</b>	<b>12</b>	<b>0</b>	<b>12</b>	<b>6</b>	<b>50%</b>
RN to Master of Science in Nursing with a specialization in Family Nurse Practitioner	12	0	12	6	50%
<b>(blank)</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0%</b>
<b>Grand Total</b>	<b>238</b>	<b>5</b>	<b>233</b>	<b>105</b>	<b>45%</b>

Campus/Program	Total Adj. Tracked Grads	Total Adj. SU Waivers	Total Adj. SU Available	Total Adj. SU Placements	% Employed
<b>SU Columbia</b>	<b>286</b>	<b>16</b>	<b>270</b>	<b>113</b>	<b>42%</b>
<b>Associate of Science</b>	<b>53</b>	<b>0</b>	<b>53</b>	<b>16</b>	<b>30%</b>
Medical Assisting	3	0	3	2	67%
Occupational Therapy Assistant	35	0	35	7	20%
Paralegal Studies	1	0	1	0	0%
Physical Therapist Assistant	14	0	14	7	50%
<b>Bachelor of Arts</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0%</b>
Psychology	6	1	5	0	0%
<b>Bachelor of Business Administration</b>	<b>10</b>	<b>1</b>	<b>9</b>	<b>4</b>	<b>44%</b>
Business Administration	10	1	9	4	44%
<b>Bachelor of Science</b>	<b>42</b>	<b>7</b>	<b>35</b>	<b>4</b>	<b>11%</b>
Criminal Justice	4	2	2	0	0%
Health Sciences	1	0	1	0	0%
Healthcare Management	4	1	3	1	33%
Information Technology	5	1	4	1	25%
Legal Studies	5	0	5	0	0%
Public Health	23	3	20	2	10%
<b>Bachelor of Science in Nursing</b>	<b>42</b>	<b>0</b>	<b>42</b>	<b>35</b>	<b>83%</b>
Nursing	42	0	42	35	83%
<b>Doctor of Ministry</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>33%</b>
Ministry	3	0	3	1	33%
<b>Doctor of Pharmacy</b>	<b>32</b>	<b>1</b>	<b>31</b>	<b>25</b>	<b>81%</b>
Pharmacy	32	1	31	25	81%
<b>Master of Arts</b>	<b>38</b>	<b>0</b>	<b>38</b>	<b>14</b>	<b>37%</b>
Clinical Mental Health Counseling	38	0	38	14	37%
<b>Master of Business Administration</b>	<b>31</b>	<b>4</b>	<b>27</b>	<b>6</b>	<b>22%</b>
Business Administration	19	2	17	4	24%
Healthcare Administration	12	2	10	2	20%
<b>Master of Public Administration</b>	<b>9</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>29%</b>
Public Administration	9	2	7	2	29%
<b>Master of Science</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0%</b>
Criminal Justice	9	0	9	0	0%
Leadership	1	0	1	0	0%
<b>Master of Science in Nursing</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>50%</b>
Nursing with a specialization in Family Nurse Practitioner	4	0	4	2	50%
<b>RN to Master of Science in Nursing</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>67%</b>
RN to Master of Science in Nursing with a specialization in Family Nurse Practitioner	6	0	6	4	67%
<b>Grand Total</b>	<b>286</b>	<b>16</b>	<b>270</b>	<b>113</b>	<b>42%</b>

**Question 9:** Please provide a list and analysis of similar programs offered by other colleges/universities in SC.

**Program Offerings and Details within a 50-Mile Radius of South University, Columbia**

School Name	Program Offered	Type of School	Tuition and Fees	Accreditation	Graduation Rates	Unique Factors
<b>Columbia International University</b>	Master of Arts in Clinical Counseling	Private	\$24,000/year	CACREP	Not specified	Integration of Christian principles with clinical practice
<b>University of South Carolina</b>	Master of Arts in Clinical Mental Health Counseling	Public	13,737/year (in-state), 29,760/year (out of state)	CACREP	N/A	Focus on individuals and groups.
<b>University of South Carolina (USC) - Columbia</b>	BSN Nursing	Public	\$12,688/year (in-state), \$33,928/year (out-of-state)	CCNE	Not specified	Competitive. State-of-the-art simulation labs, high NCLEX pass.
<b>Midlands Technical College</b>	Associate Degree in Nursing	Community College	\$4,896/year (in-state)	CAAHEP	Not specified	Pathways to transition to BSN
<b>Lander University</b>	BSN Nursing	Public	\$11,700/year (in-state), \$21,300/year (out-of-state)	CCNE	Not specified	Neuman Systems Model-based curriculum
<b>University of South Carolina - Aiken</b>	BSN Nursing	Public	\$11,508/year (in-state), \$23,312/year (out-of-state)	CCNE	Not specified	Competitive admission, strong clinical training
<b>Columbia College</b>	RN/BSN	Private	22,000/year	CCNE	Not specified	Offers flexible scheduling options to accommodate working professionals
<b>ECPI University - Columbia</b>	BSN	Private	18,484/year	CCNE	Not specified	Accelerated program that can be completed in as little as 2.5 years

School Name	Program Offered	Type of School	Tuition and Fees	Accreditation	Graduation Rates	Unique Factors
<b>Greenville Technical College</b>	Physical Therapy Assistant	Community College	\$4,848/year (in-state)	CAPTE	Not specified	Excellent job placement rates post-graduation
<b>Orangeburg-Calhoun Technical College</b>	Physical Therapy Assistant	Community College	5,301/year	CAPTE	Not specified	Emphasizes professional, ethical, and evidence-based practices.
<b>Midlands Technical College</b>	Medical Assisting	Community College	5,948.00/year	CAPTE	Not specified	High job placement rate, 100% exam pass rate for 2020 graduates, requires standard white lab coats
<b>Fortis College-Columbia</b>	Medical Assisting	Private	14,576/Year	CAPTE	Not specified	Comprehensive program including administrative and clinical training, conveniently located near downtown Columbia
<b>Southeastern College-Columbia</b>	Medical Assisting	Private	23,324/year	CAPTE	Not specified	Hands-on training, preparation for certification exams, entry-level positions in healthcare
<b>ECPI University</b>	Medical Assisting	Private	18,484	CAPTE	Not specified	Accelerated program, ideal for students looking to enter the workforce quickly