

Attachment letter dated April 18, 2016 with headings

(Submitted: May 18, 2016 with Official WASC Complaint Form)

Dear Vice President Oberg, President Petrisko and WASC Commissioners,

The following is the original Whistleblowing Complaint letter I submitted to President Petrisko on April 18, 2016, with updates, and the additions of headers and content to comply with and match the WASC complaint form required, that I have signed.

I will first point out that the third (3rd) checkbox of that official complaint form describes exactly the very violations committed by Dr. Richard Winn in acting on behalf of WASC as its Executive Vice President, and that WASC must be held responsible for the injury and damages done to ITU, and the harm done to me, in violation of WASC's own written policies. I signed your official complaint form to confirm I have read it, but hold WASC to honor its own policies, and remediate the clear violations of WASC officials to its own policies.

As opposed to the statements in WSCUC Policy on Complaints and Third Party Comments, indeed, Dr. Winn did:

- Intervene in internal procedures of ITU.
- Abuse WASC authority by acting in a governing capacity.
- Utilize a "WASC Investigatory Panel" as a grievance-resolving panel to take executive control of ITU by taking out the standing president and placing in a WASC insider, Dr. Greg O'Brien, on February 8, 2015.

Update: O'Brien's Retaliation in Terminating Whistleblowers

To update to the following letter (below), WASC should be informed that since submitting the Whistleblowing letter to President Petrisko, Dr. O'Brien has now terminated not only me, but also four of five of the co-signatories to that Whistleblowing letter. This retaliatory action is in clear violation of not only ITU's internal policies protecting whistleblowers, but also of the same WASC policy mentioned above, under "1-C. Retaliation Prohibited" in violation of Standard 1, CFR 1.7 (2013 Standards of Accreditation).

Update: Dr. O'Brien Promoting WASC Insider Dr. Barry Ryan to be ITU Provost

Following a consistent pattern/practice of using WASC insiders with Conflicts of Interests ties to Sofia University, Dr. O'Brien is presently recruiting Dr. Barry Ryan to be ITU's Provost. Dr. Ryan is not only a WASC insider (WASC Commissioner in fact), he is also named in the WASC website as Sofia University's Executive Vice President. Below is evidence to the pattern to which I refer:

- **Complainants from Sofia University's staff working with WASC against ITU -**
The original complaint against ITU's CEO was made by ITU staff, already listed in WASC website and Sofia University website, as highly placed officers at Sofia University (Edward Lam-CFO/Board and Dr. Barbara Hecker-CAO/Dean), while still working at ITU and lodging a complaint against its executive.
- **WASC Investigatory Panel Predisposed to Specific Outcome -** WASC EVP, Dr. Richard Winn, in continual communication with the complainants, creates an Investigatory Panel, with long-time friend Dr. Geoffrey Bannister as Panel Chair, to come to ITU in Feb/2015 with a predisposed outcome to immediately remove the standing CEO, without due process, and to be replaced by a WASC insider.

Conflicts of Interests inherent with the dual employment of the complainants were never disclosed nor addressed.

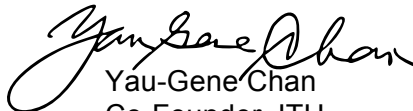
- **Sofia Chair Made ITU CEO** - Sofia University's Board Chair, Dr. Greg O'Brien, is immediately made ITU's new CEO, despite also maintaining his Chair position at Sofia University, at least until July/2015 according to WASC documentation signed by President Petrisko.
(https://portal.sofia.edu/ICS/icsfs/July_15_Action_Letter.pdf?target=71e5f26c-6b6d-4822-9c35-bcc58dd72a60)
- **WASC Insider Board Member Executes Cover-Up** - Conflicts of Interest allegations against the lot are put down by Dr. Alvin Cheung and Dr. O'Brien (Dr. Cheung was placed into the ITU Board earlier by Dr. O'Brien supposedly to "comply with WASC's best practices for board make up"). See Google drive folder: WASC Takeover of ITU/Legal Notices to the ITU Board/ITU_Letter to the Board (April 11, 2016), page 2.
- **WASC Misuse of Authority Rewarded** - Dr. Richard Winn is hired into ITU as a consultant, all complainants are promoted with raises without exception.
- **WASC/Sofia Connection Continues** - Dr. Barry Ryan, Sofia's Executive Vice President and WASC Commissioner is positioned to be made ITU Provost.
- **ITU Damaged** – Resulting consequences to the conflicting allegiances of Dr. O'Brien have been devastating. Dr. O'Brien has terminated or laid off over three dozen loyal ITU employees, including the termination of four whistleblowers, has now two pending complaints (potential lawsuits) filed against him under investigation, lost over \$8.6 Million in just one year, lost over 43% in student enrollment numbers, with a significant drop in average English test scores and GPA of incoming new students, in a consistent downward trend that threatens the survivability of the institution, and has inured all participants complicit in WASC's takeover of ITU.

WASC Must Be Responsible to Maintain Its Credibility

The resolution to these problems should not consider punishing the institution further. All the violations in ITU since February 8, 2015, are a direct result of Dr. Winn's misuse of WASC accreditation authority, to put in Dr. O'Brien, who is incapable to run a self-funded operation such as ITU. Since the violations all originate from corrupt abuse and/or misuse of WASC Accreditation Authority, it would only be "adding insult to injury" to threaten the removal of ITU's accreditation now.

The proper remedy to this fiasco should and must be to put ITU back on track of its original mission, pushed forth by the proper leadership of its co-founder. WASC must be held to responsibly resolve these issues and not further damage ITU, following the injury and harm it has already caused the institution and its members. WASC must also place in self-checking safeguards, as a correction to this unfortunate event, to keep its present and future officers from abusing accreditation authority, and repeatedly harming other member institutions in the same way. I once believed in WASC's credibility. I would like to again. If and once the issues at hand at ITU are properly resolved, I would be willing to work with WASC, to make the protocols better, and to ensure such issues do not happen again in the future.

Respectfully Submitted,


Yau-Gene Chan
Co-Founder, ITU

Mary Ellen Petrisko
President
WASC Senior College and University Commission
985 Atlantic Avenue, Suite 100
Alameda, CA 94501

April 18, 2016

RE: Abuse of WASC Accreditation Authority by: Dr. Richard Winn, Dr. Greg O'Brien, Dr. Alvin Cheung, Dr. Geoffrey Bannister and others – in order to take control of ITU's \$20 million assets

Dear President Petrisko,

Nature of Complaint: Summary

I am writing you today in an effort to shine light on the wrong-doings of the then Executive Vice President (EVP) of WASC, Dr. Richard Winn, representing your organization on a WASC Investigatory Panel visit at ITU on February 8, 2015. This panel was conducted against WASC written procedures, with Dr. Winn's knowing abuse of WASC accreditation authority, in order to financially inure all individuals, colluding with Dr. Winn's WASC authority, to take over International Technological University (ITU) and its \$20 million debt-free resources.

On the very day of the investigation, Dr. Winn and a team of his "WASC Insiders" unduly pressured the ITU Board by inappropriately extending WASC accreditation authority, so as to install their own "WASC-Approved" agent as ITU's CEO, Dr. Greg O'Brien. Dr. Winn and the WASC Insiders threatened the institution with immediate removal of WASC accreditation for non-compliance (which is not within the four written WASC actions that could be taken after such an investigation).

The intimidated ITU Board, having been misinformed by the Panel Chair, Dr. Geoffrey Bannister, in a panic and on the spot, succumbed to the threats and installed the WASC-Approved replacement – Dr. Greg O'Brien -- to take the reigns of the university and control its executive assets. All these drastic and critical decisions were made, on the same day, under WASC accreditation pressure, without any investigation to the credibility of the complainants, nor disclosure of the clear Conflicts of Interest of the complainants, nor to the veracity of the complaints. No due process was afforded the accused CEO/President, before action was taken.

Official Whistleblowing Letter

This letter serves as my formal and official "Whistleblowing" letter to WASC against: former WASC EVP, Dr. Richard Winn; WASC Investigatory Panel Chair, Dr. Geoffrey Banner; ITU's present WASC-inserted insider CEO/President, Dr. Greg O'Brien; and both WASC-inserted ITU Board members, Dr. Alvin Cheung and Dr. Bhaskar Kura.

As WASC's President, Dr. Petrisko, you should know the chain of events from the beginning, so that you can accurately identify where WASC's protocols have failed, with no governors nor self-checking procedures, against the corrupt misuse of WASC accreditation authority.

WASC Needs Strong Self-Checks Against Misuse of Accreditation Authority

From my firsthand experience as a third-generation educator, humbly I submit: WASC absolutely needs self-checks, to ensure the accountability of WASC officers -- particularly ones that WASC has terminated but still hold WASC Executive Authority -- so that the abuse of WASC authority, does not harm other institutions in the future, in the way it has devastated ITU in the past year.

WASC Insider Misdeeds

Dr. Winn's actions, on WASC's behalf, lacked transparency from conception, were motivated by personal financial gain, and has resulted in measurable documented harm to the institution, from the day WASC-Approved insider, Dr. Greg O'Brien, took control of ITU, and continuing to do harm to ITU until the present day. The complaints against Dr. O'Brien's administration run several hundred pages long by a wide aggregation of staff, department heads and faculty.

On behalf of ITU, I call upon your personal conscience, your authority as WASC's top officer, as well as your commitment to correct the damages caused to ITU and myself, by former WASC EVP Richard Winn. WASC should intervene, investigate, and reverse the substantial damage done to ITU and to my own wrongful termination, by the misuse of the WASC accreditation authority of Dr. Winn.

Details & Timeline

The following events and timeline took a year's worth of assembling, aggregated by many contributors. It shows how a small corrupt group of WASC insiders can effectively abuse WASC authority, to take over a healthy up-and-coming organization, raid its assets, liberally use ITU monies to buy support where needed, dissemble ITU's fundamental operational infrastructure, inure a for-profit competitor, and bring down the institutions' revenues by \$8.6 million within just one year, with the threat of removing accreditation. Voluminous supporting documentation to the following is in the shared Google Drive folder entitled: "WASC takeover of ITU".

October 14-17, 2014

ITU successfully passes a WASC Special Visit to continue accreditation of ITU.
WASC gives ITU high reviews and confirms extension of ITU's WASC accreditation for two years.

December 8, 2014

Seven employees of ITU lodge a complaint letter against the successful co-founding CEO/President of ITU, Yau-Gene Chan (YGC). Of the seven complainants, four are junior new-comers and the whole group is lead by two senior members -- Dr. Barbara Hecker and Edward Lam -- who had already secured director-level positions at ITU's competitor, Sofia University (confirmed by the WASC website listing at that time).

We have an email from Dr. Winn, who oversaw the accreditation of both universities (i.e. ITU and Sofia), communicating with one senior complainant, Dr. Barbara Hecker, who concurrently served as CAO in both Sofia and also ITU -- neither she nor Dr. Winn disclosed her position at Sofia. Dr. Winn communicates in that email, that he was setting up a WASC Investigating Panel with a predetermined outcome, essentially to force the ITU Board to take swift action. (Found in Google drive:

WASC Takeover of ITU/ITU WBL against WASC to DoE.pdf –Attachment 3 in the back of the same document)

February 8, 2015

A four person “Kangaroo Court” WASC Investigatory Panel, set up by Dr. Winn, and which was chaired by Dr. Geoffrey Bannister (long time friend and vacation buddy of both Dr. Winn and Dr. Greg O’Brien) came to ITU, supposedly to take a “snap shot” of the situation at ITU, and report back to the WASC Commission for further deliberation and action.

The Panel did not follow the proper protocols that can be defended by WASC written procedures. Instead, the Panel spent only one hour with YGC, never reviewed his defense, talked to the seven complainants for the rest of the day, then threatened to immediately terminate ITU’s accreditation if the CEO/President was not immediately replaced, by the ITU Board.

This threat was evidently made by Dr. Bannister, and pushed heavily in the ITU Board by Dr. Alvin Cheung (who along with Dr. Bhaskar Kura, was installed in the ITU Board by Dr. Greg O’Brien several years earlier, when Dr. O’Brien was hired as ITU’s Executive Vice President. Dr. O’Brien, himself, was hired into ITU at premium consulting fees, on the strong suggestion of Dr. Winn in 2009, to help ITU attain accreditation).

In the 2015 WASC ARC “CEO Breakfast” in Oakland, other CEO/Presidents in the room pointed out that Dr. O’Brien is infamous among WASC member university circles, for representing multiple WASC universities. Dr. O’Brien secures his highly paid consulting work in member universities, through the strong recommendations from WASC EVP, Dr. Winn. Since Dr. Winn was terminated, and no more insider WASC jobs would be forthcoming, both men had to find a source of funding that had longevity past Dr. Winn’s retirement from WASC. They found a big payoff in taking over ITU, utilizing WASC’s accreditation authority.

The remaining ITU Board, intimidated by the threat of accreditation removal, and not familiar with the written processes of WASC, on the same day, without vetting the credibility of the complainants, nor the veracity of the allegations – i.e. with no investigation -- removed the successful CEO/President and replaced him, notably, with Sofia University’s Board Chairman at the time, Dr. Greg O’Brien.

Dr. Winn and the WASC Investigatory Panel never disclosed to the ITU Board, that Dr. Barbara Hecker was already holding the CAO position as well as the “Dean of Students” position at the for-profit competitor, Sofia University.

Dr. Winn and the WASC Panel never disclosed that Edward Lam, (CFO of ITU and the other senior complainant) already also secured a Board seat at Sofia University, while serving as ITU’s CFO. Lam was later named Sofia’s CFO, information also on the WASC website. None of these salient and relevant disclosures were made known to the ITU Board members at the time of the so-called WASC Panel “Investigation”.

As a result, YGC was removed on the spot, and also supposedly voted out as a board member, though his removal from the board was never documented in board

minutes. This supposed motion and vote was also not voted on nor disclosed to half of the ITU Board members to include: YGC, Arnold Wong, Yat-Pang Au and Ivan Chan, until several months later. Again, it was Dr. Alvin Cheung, who suggested YGC be removed from the board of ITU, the institution that YGC's family built, in order "to show WASC that the ITU Board is compliant" to WASC's will. By pushing YGC out, one more check on WASC Cadre corrupt practices within ITU could be nullified.

WASC as an accreditor, and its member institutions, generally work together to strengthen the quality and wherewithal of an educational institution. This is a culture often conveyed to the public during WASC ARC Conferences. For ITU, WASC has been scrutinizing ITU's leadership, executive and institutional behavior, continuously for nine years, since 2007 when ITU joined the WASC community with "Eligibility" status.

Since that time, ITU has gone through numerous WASC reviews; taken WASC conferences; worked hand-in-hand with WASC suggested expert consultants; hired staff, trained them, invested in and built the institution's self-checking protocols; and correctly engaged 3rd party expert auditors to come in and ensure that ITU was doing it right, by objective industry standards. ITU as an institution, and YGC as a leader, has properly documented over time, the building of a solid institutional infrastructure, and the good will and wherewithal to build it competently and quickly. ITU through YGC's leadership has over nine years, shown WASC, iterations of continual improvement in a 360-degree manner, improving broad aspects of ITU educational and institutional quality. This has all been documented together with WASC by ITU, and by YGC as its leader.

With such a background, it is a drastic move, disrespecting WASC's influence on ITU over a nine-year period, to immediately terminate a successful, WASC-vetted executive, under allegations that were not investigated for their accuracy. The consequences to such an erroneous procedure, is the present free-fall declining health of the institution. The results speak for themselves (see graph below).

February 27, 2015

YGC submits to Morrison Foerster (MoFo) -- the law firm the ITU Board retained to look into the allegations against YGC -- a rebuttal of the allegations made against him. Until this day, a full 14 months after his removal, no board member, no law firm, nor any WASC official has ever looked over that rebuttal. MoFo makes a notation to the ITU Board that YGC's rebuttal should be looked at, however, this has never been done over a year later. This is true despite the fact that \$1.8 million has been spent by Dr. O'Brien in a legal witch-hunt investigation of the original allegations, with no immoral acts nor citing of actual laws having been broken by YGC. The rebuttal and attachments are included in the documentations that are shared with you in the Google drive (in folder: WASC Takeover of ITU/YGC Defense Never Reviewed).

March 10, 2015

Dr. Alvin Cheung and Dr. Greg O'Brien cover up O'Brien's wrong-doing by stopping a "Conflicts of Interest investigation" by MoFo. O'Brien, Hecker and Lam were holding positions at ITU's competitor, Sofia University. This WASC-confirmed posting was brought to the attention of MoFo. However, in their corrupt practice to consolidate the power of the WASC Cadre in ITU, Dr. Cheung and Dr. O'Brien

cover-up their blatant conflicting allegiances, and instruct MoFo that such a Conflicts of Interest investigation is “outside their scope of work”.

July 15, 2015

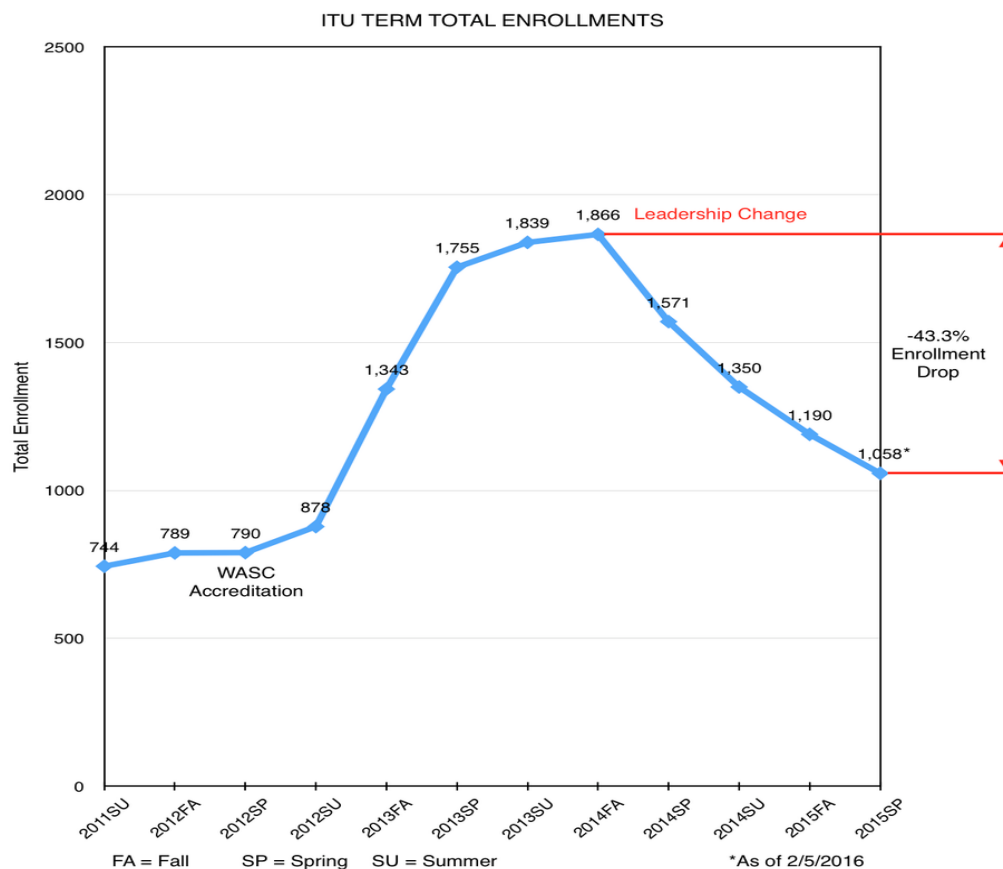
WASC action letter to Sofia University, signed by WASC President Petrisko, confirms that Dr. O’Brien had indeed held conflicting positions, acting as Sofia’s Chairman of the Board at least until July 15, 2015 according to WASC action letter documentation, while he concurrently served as ITU CEO/President (already paid over \$150K at that time). O’Brien has systematically dismantled ITU’s operational wherewithal, moving ITU’s human resources assets to Sofia, and leveraging ITU’s reputation to support the two competing departments that he set up for Sofia University. Sofia University has poached over two dozen former ITU staff members and faculty. (Dr. O’Brien also signed an ITU HR document declaring that he has no Conflicts of Interests.)

In the year following YGC’s removal and Dr. O’Brien’s insertion into ITU as CEO/President, it is worthy to note just some of the following facts:

- Payoffs:
 - Dr. O’Brien is paid over \$360K/ annually, and also has at ITU expense, a furnished apartment and new Mercedes, despite his lack of performance resulting in a sharp decrease in self-sustainable performance. Dr. O’Brien spends several months off campus every year.
 - Dr. O’Brien gave raises and promotions to each and every one of the original complainants without exception, while laying off or terminating over three dozen staff members since he took office.
 - Dr. O’Brien announced the hiring of Dr. Winn to the full ITU staff, in the Summer of 2015, just a few months after the WASC Investigatory Panel put Dr. O’Brien in place. This action was stopped by the ITU Board Chair at that time, but Dr. O’Brien has now successfully unilaterally put Dr. Winn on ITU payroll as a consultant for his part in the takeover of ITU and its assets.
 - Dr. O’Brien has taken both Dr. Alvin Cheung and Dr. Bhaskar Kura to a trip to India in March, 2016.
 - Dr. O’Brien has nominated Dr. Kura to be the Provost of ITU.
 - Following Dr. Kura’s withdrawal, Dr. O’Brien has nominated Dr. Barry Ryan to be the Provost of ITU. Dr. Ryan is a WASC Commissioner and Sofia University’s Executive Vice President.
 - Dr. O’Brien has terminated four out of five of the whistleblowers against ITU/WASC policy, and leaving the institution exposed.
- Cover Up Activity:
 - Dr. Cheung has summarily stopped any investigation on Conflicts of Interest issues of Dr. O’Brien. He continues to back O’Brien’s unsustainable trend of declining ITU revenue.
- Dr. O’Brien has knowingly falsified information to the ITU board that has been thoroughly documented by Digital Arts Department Head Wes Takahashi (Google drive folder: WASC Takeover of ITU/Complaints on O’Brien and his group/O’Brien’s/staff leadership incompetence.docx).
- Dr. O’Brien has had several complaints against him, including an allegation of racial discrimination, which was heard by Dr. Cheung and Dr. Kura but ignored.

This matter is presently being investigated by MoFo after nine months have passed.

- Dr. O'Brien has had whistleblower letters written against him and his administration. Though Dr. O'Brien rewarded the so-called whistleblowers that put him in office without exception, he immediately terminated one the whistleblowers against him (Dr. Saenz-Cambra) a week after the letter was submitted, and in the following two weeks, just last week, terminated another two of the whistleblowers against him (Dr. Mikel Duffy and Philip Ng), and the following week after that, terminated YGC. This is clearly against ITU written policy, protecting against retaliation, against WASC's policies, and potentially also against California State and Federal employment laws. Dr. O'Brien's cavalier attitude, violating all written policies, exposing the ITU Board and the institution to liability, calls for your direct investigation and intervention.
- After eight back-to-back enrollment increases prior to his administration, O'Brien has yielded four consecutive back-to-back enrollment drops, resulting in a 43% loss of ITU enrollment approximating \$8.6 million loss in just one year. Just as importantly, in terms of student quality, there has been a significant drop of average GPA and English proficiency test scores of incoming students under O'Brien's administration. O'Brien's record shows a drop in both numbers and quality of student in an otherwise "Bull" market.



It is clear in documentation, that Dr. Winn and his WASC insider cadre, inappropriately misused accreditation authority to take control – incompetent control – of ITU's \$20 million assets and resources, to inure just a few self-interested individuals at the expense of the institution, its staff, its students and its graduates.

Resolution Steps Taken

The ITU Board is now comprised of three (of eight members) being WASC insiders (O'Brien, Cheung, Kura), having kicked out the co-founder. They now actively steer the institution. They are factually bringing down the institution in quality and financial positioning, and they do not respond to internal grievances nor appeals.

The following is listing of documented grievances and complaints, initiated in good will to the administration and the ITU Board, since the Feb/2015 WASC takeover of ITU (documents found in Google drive folder: WASC Takeover of ITU/Resolution Steps Taken):

- 3/17/15 – Conflicts of Interest problem submitted to ITU Board, with documentation of a partial list of Sofia/WASC insiders at ITU. This warning to protect ITU against such conflicting allegiances is ignored, and eventually leads to ITU's current drop in financial stability.
- 4/6/15 – YGC sends documentation to law firm MoFo showing clear evidence of Conflicts of Interests issues by the complainants as well as the WASC inserted CEO.
- 4/6/15 – Despite O'Brien's allegiance issues, YGC communicates cooperatively with O'Brien for the good of the institution: points out the core problem in ITU's future ability to attain and retain students is a functional one, due to key inexperience operational staff members, place in by the former Chief Operating Officer, Rebecca Choi, who created and maintained a very poor student service culture. These are the same core group of individuals, most with less than a year's worth of higher education experience, who lodged the original complaint against YGC. O'Brien does not fix these core issues, and instead, promotes all these staff members, and gives them all raises (even those who have documented complaints against them to actively block work product by co-worker) without exception. This remains today, the key reason (other than poor executive leadership), why ITU's enrollment continues to drop. O'Brien's actions are evidence that he is not interested in ITU's health, nor has he the basic competence to run the organization, but is interested only in inuring himself and WASC insiders with ITU funds, and taking month-long vacations.
- 4/28/15 – YGC makes known to O'Brien with URGENCY, that student records in the Registrar's office must be cleaned up, YGC shares the history, the plan, the resources and the staff necessary to carry out this important duty with competency. However, O'Brien ignores this fundamental operational function of the university's Registrar's Office, and fires the staff needed to clean the files. Until this day, O'Brien has left the university exposed with poor student record keeping. This is in stark contrast with YGC's committed pattern over nine years, working under WASC guidance, for continual institutional improvements.
- 5/6/15 – Request to resolve conflicts of interests within upper management, sent by YGC to the ITU Board, and even submitting a possible alternative leader for ITU with no competing agenda. This communication is ignored.
- 5/14/15 – "Temporary Help" email communication forwarded to several ITU Board members separately. In the Summer/2015 term, O'Brien requests Dr. Mikel Duffy

(who was removed as part of YGC's leadership team) to return to process I-20's because the ISO office is not competent to do so. In his request, O'Brien divulges that after legal review, no ITU policy changes will be made for another two terms. Original allegations against YGC were that his policies were illegal. This email thread shows three important facts: YGC's policies were legal and proper to begin with; the internal operational staff who lodged the complaints against YGC remained incompetent at doing their jobs operationally, despite the raises and promotions that O'Brien gave them subsequent to his taking office; O'Brien's decisions do not work for the good of ITU. During this period of heavy enrollment drop, Dr. O'Brien took a full month paid vacation.

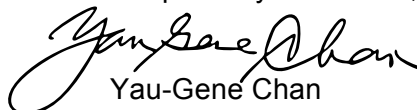
- 3/18/16 – After a year of witnessing a formerly successful ITU go down due to O'Brien's deliberate conflicting allegiances motivation, negligence and/or incompetence, YGC submits a whistleblowing letter to the Board, with a plethora of supporting documentation. The document is summarily ignored by the CEO, HR and the ITU Board, lead by WASC insiders. The email summarizes the issues, and the attached documents are in the Google drive (in folder: WASC Takeover of ITU/Complaints on O'Brien and his group/YGC WBL against O'Brien 2016/0.WB Ltr YGC to O'Brien.pdf – supporting documentation to the letter is in the same folder).
- 3/18/16 – A separate document is sent to Alvin Cheung, asking for his resignation from the ITU Board, following clearly documented evidence by ITU's contracted law firm, Morrison Foerster, that he has with O'Brien suppressed a Conflicts of Interests investigation, that directly results in ITU's virtual financial free-fall over the past year (Google drive folder: WASC Takeover of ITU/Complaints against Alvin Cheung).
- 3/28/16 – YGC submits to HR for documentation, the email communications to O'Brien 11 month's prior, calling for a clean up of student records, which O'Brien ignores, and may be a point of non-compliance with SEVP/ICE, which could potentially result in ITU's loss of its ability to issue I-20's. ITU's lawyers, MoFo, are copied.
- 4/11/16 – YGC's law firm, Morgan Lewis, presents letter to ITU Board, calling for an immediate suspension of O'Brien as CEO, Lam as CFO, Cheung and Kura as board members, and others with Conflicts of Interest issues that show evidence of bringing harm to ITU. This letter is ignored (found in Google drive folder: WASC Takeover of ITU/Legal Notices to the Board).
- 4/12/16 – YGC communicates to ITU Board that whistleblowers are terminated by O'Brien against ITU Policy and WASC guidelines. There are now five potential lawsuits created by WASC-Inserted Dr. O'Brien, two have already submitted complaints through lawyers and are in investigation. It should be noted that since O'Brien was inserted by Dr. Winn, ITU's legal fees have tripled in just one year, while it's revenues have dropped by 43%. This notice is ignored.

The above list only chronicles my own communications with Dr. O'Brien and the ITU Board regarding the gross mismanagement of ITU under Dr. O'Brien's Conflicts-of-Interest-laden judgment and poor leadership. With such dismal leadership, as expected, there are many other complaints made in writing and in person to both Dr. O'Brien as well as presented to the full ITU Board on multiple occasions (and subsequently documented with HR) by over a dozen key operational staff, ITU faculty, and Department Heads. A partial list can be found in the folder in Google Drive: WASC Takeover of ITU/Complaints on O'Brien and his group). In this folder, there is access to complaints documented to the ITU Board regarding Dr. O'Brien and his administration by the following: Whistleblowing/complaint letters by Hayat Adams (ISO), Suman Bhargava (ISO), Eve Caswell (ISO), Angela Chappa (ISO),

Amy Chuang (ISO), Jonelle Howard (Admissions), Philip Ng (Global Development), Dr. Mikel Duffy (Global Development), Dr. Concepcion Sanz-Cambra (Curriculum Development) and Wes Takahashi (Digital Arts). Documented complaints from other department heads, faculty and staff have not been included, to respect their very real fear of retaliation from Dr. O'Brien.

You all have access to the Google drive documentation, Vice President Oberg, President Petrisko and WASC Commissioners. Please send to me email addresses of appointed WASC staff that also need access to the complete documentation regarding this case. Because ITU and I have been clearly damaged by corruption within your organization, I justifiably have doubts on WASC's internal integrity as an organization and desire bright lights with many eyes on this issue. However to move forward with hope and positive energy, I will state that prior to this past year, WASC had been a wonderful resource-filled partner to build the university in a proper way. ITU needs to be put back on the right pathway to reach the original vision of its founder. Please look over and digest the plethora of evidence submitted, and work with me to pave a way back to ITU's health and longevity. Unlike the self-serving motivations of Dr. Winn and Dr. O'Brien, I committed my first eight years working at ITU without compensation. I mortgaged my family home in 2006 to fund its operations when ITU was on the brink of bankruptcy. I will not stop fighting for the noble purpose represented by ITU, even though I have been terminated. WASC had the power to take ITU down, you have the authority, liability, and moral obligation to bring ITU upright again. Do the right thing.

Respectfully Submitted,


Yau-Gene Chan
Co-Founder, ITU