

Higher Education

***Master of Education***

***(M.Ed.)***

***On-Campus***

***Program Handbook***

***2024-2025***

## College of Education Graduate Education and Research Texas Tech University

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Effective Fall 2023

**Master of Education - Higher Education**

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The Higher Education Program is committed to excellence in preparing and supporting instructional and administrative leaders for higher education, generating and supporting research, and delivering public service to the field of higher education.

The **Master of Education** program in Higher Education offers opportunities for individuals who seek careers in entry level to middle management, teaching, and leadership positions at community colleges and universities. Students have two options for the master’s degree.

**Capstone or Non-thesis option**: A minimum of 30 hours of graduate work in addition to the satisfactory completion of a comprehensive capstone project/course.

**Thesis option:** A minimum of 27 credit hours of graduate work plus 6 hours of thesis research for a total of 33 hours is required. The master’s thesis is expected to represent independent work by the students related to a problem of practice in higher education, conducted under the supervision of faculty member. An oral defense of the thesis is required. *Participation in the Capstone Class/Project is not required under this option.*

Although providing an overview of the policies, procedures, and requirements of the Higher Education Program, this *Handbook* cannot be viewed as having all of the answers. Students must seek answers to questions from other sources including, although not limited to, the Higher Education Program faculty, the College of Education (COE) Office of Graduate Studies and Research (COE Room 105), and the Texas Tech University Graduate School (Administration 3rd floor). While faculty advisors are knowledgeable about the policies, procedures, and requirements, the primary responsibility for reading and following correct policies and procedures remains with the student, not the faculty

Specific descriptions of courses are in the Texas Tech University Catalog. Information about Texas Tech University can be found on-line at [**www.ttu.edu**.](http://www.ttu.edu/) Information about the College of Education and the Higher Education Program can be found at

<http://www.educ.ttu.edu/>.

**Graduate Faculty**

|  |  |  |
| --- | --- | --- |
| **Name** | **Rank** | **Email Address** |
| Dr. Hugo Garcia-Gonzales | Associate Professor | [hugo.garcia@ttu.edu](mailto:hugo.garcia@ttu.edu) |
| Dr. Bryan Hotchkins | Associate Professor | [bryan.hotchkins@ttu.edu](mailto:bryan.hotchkins@ttu.edu) |
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| Dr. Irene Arellano | Assistant Professor of Practice | [Irene.arellano@ttu.edu](mailto:Irene.arellano@ttu.edu) |
| Dr. Stephanie Jones | Professor, PhD. Program Coordinator | [stephanie.j.jones@ttu.edu](mailto:stephanie.j.jones@ttu.edu) |
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| Dr. Valerie Paton | Professor | [valerie.paton@ttu.edu](mailto:valerie.paton@ttu.edu) |

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**Distinctive Skills and Trademark Outcomes**

Texas Tech graduate students possess distinctive skills and can produce distinctive products, qualities which establish these students as leaders in their fields.

Understanding the importance of equity and social justice, Graduates of the TTU Higher Education Master’s Program will be *collaborative, team-oriented, practitioner-based professionals who have the ability to access, evaluate, and develop solutions to higher education problem (s) of practice*.

In order to accomplish this outcome, he following distinctive skills and products for Texas Tech’s College of Education Master’s level graduate program in Higher Education are incorporated in this program:

*Distinctive Skill*

1. Students will become Higher Education administrators who clearly understand the multiple purposes of higher education and effectively assess the lived experiences of the multiple audiences in higher education environments.
2. Students will become Higher Education administrators who utilize effective communication and collaborative skills in team environments.

*Distinctive Product*

Graduates of the TTU Higher Education Program will be able to develop and evaluate the impact of a solution to higher education problem(s) of practice. These solutions will be characterized by the use of team-based collaboration and its enrichment by diverse views and people

The development and achievement of these distinctive skills will be assessed throughout the program using Master’s Higher Education Administrator Evaluation Rubric (See Appendix A).

**Program of Studies**

The Master in Higher Education curriculum has been developed to assist students to develop the requisite knowledge, skills and competency needed by higher education administrators of tomorrow. Courses will be taken in a prescribed manner according to the chosen option for the master’s degree (See Appendix B).

Required courses for both thesis and capstone:

EDHE 5301: Crisis Management & Legal Aspects in Higher Education

EDHE 5300: History of Higher Education

EDHE 5303: Access and Equity in Higher Education

EDHE 5313: The Comprehensive Community College

EDHE 5334: College Student Development

EDHE 5321: Administration in Higher Education

EDHE 5343: Budget and Resource Management in Higher Education

EDHE 5311: Higher Education Master’s Seminar

**Elective:**

EDHE 5332: Student Services in Higher Education

EDHE 5393: Internship in Higher Education

**Capstone Option**

EDHE 5341: Assessment in Higher Education (must be taken in next to last semester)

EDHE 5335: Master’s Capstone (Problem of practice-based project. Course must be taken in final semester.)

**Total 30 Credit Hours**

**Thesis Option**

EDHE 6000: Thesis (6 hours)

Research course as assigned my thesis chair (3 hours)

**Total 33 Credit Hours**

# Advisement Procedures

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## Degree Plan

## Each master’s student’s degree plan is automatically generated and submitted to the Graduate School based on whether the student is pursuing the thesis or capstone track. This is normally finalized in the second semester or after nine hours has been successfully completed.

**Transfer credit**

Only six approved semester hours of coursework may be transferred from another accredited university. Transfer courses may not include practicums or internships. No course on the degree plan may be over six years old at the time the degree is conferred. Please consult your advisor to determine if transfer coursework will be accepted.

**Applicants with a prior master’s degree**

The TTU Graduate Catalog states that permission to work toward a second degree of the same level is granted only upon approval by the Higher Education Program and review by the Graduate Dean. The applicant is subject to all requirements as a new student. While there is no guarantee that any work from the first master’s degree may apply to the second, at least *one full year* (*24 semester hours) must be taken specifically for the new degree program.* Therefore, applicants with a prior master’s degree are urged to investigate the Doctoral Program in Higher Education.

### Annual Reviews

### The Graduate Faculty conducts annual reviews of each enrolled student in the graduate program. These reviews typically take place in February. Students will be reviewed according to the guidelines established in the Satisfactory Progress Policy (See Appendix C).

As a result of this review, the Graduate Faculty will recommend one of the following:

1. Continue in the Graduate Program.
2. Continue in the Graduate Program with Conditions; or
3. Dismissal from Graduate Program.

### Continuation of Enrollment

### Students who have been granted admission are expected to register in the term for which admission is granted. Any student who fails to register during any one-year period prior to graduation, and who does not have an official leave of absence from study granted by the Higher Education Program and the Graduate School, may be required to apply for re- admission to the program according to the procedures and standards in effect at the time of reconsideration.

Although this *Handbook* provides an overview of the policies, procedures, and requirements of the Higher Education program, the *Handbook* cannot be viewed as having all of the answers. Instead, students must seek answers to questions from other sources including, but not limited to, the Higher Education program faculty, the COE Office of Graduate Studies and Research (COE Room 105), and the Texas Tech University Graduate School (Holden Hall). While faculty advisors are knowledgeable about the policies, procedures, and requirements, the **primary responsibility** for reading and following correct policies and procedures **remains with the student**, not the faculty.

**Additional Information**

## Comprehensive Evaluation – Capstone Project

All graduate students in the Master of Education degree program must successfully complete a final comprehensive evaluation (capstone project).

In the case of the Higher Education Master’s Degree program, this evaluation takes the form of a capstone project completed in EDHE 5335 Capstone. The capstone project/course must be taken in the student’s final semester and is only offered in the spring semester.

Students must apply to take the evaluation in the Office of the College of Education Associate Dean for Graduate Studies and Research (COE, Room 105) or online at <http://www.depts.ttu.edu/education/student-resources/graduate/>. Since there are deadlines for applying to take the evaluation, students are encouraged to inquire about the procedures during their last year of course enrollment.

The comprehensive evaluation/capstone project is a single, high-stakes assessment. It focuses on the synthesis and application of knowledge acquired during the program of study leading to the Master’s degree.

**Thesis Track**

Thesis students must have a full-time member of the Higher Education faculty serve as their thesis chair. Students should research and approach qualified faculty early (usually first semester) in their program about serving as their thesis chair. Students should understand that some faculty may not be able to serve as a thesis chair because of workload or a research agenda that does not align with the student’s research interests. It is the responsibility of each to student to find a faculty member who will agree to serve in this role. Your advisor can help guide you in the process.

Thesis students must also follow the requirements set forth by the Graduate School and as outlined at <http://www.depts.ttu.edu/gradschool/academic/ThesesDissertation.php>.

**Satisfactory performance in course work does not guarantee successful performance on the comprehensive evaluation (Capstone Project).**

A student who fails the comprehensive evaluation/capstone project may repeat it once after an interval of four months or more. A student who fails the comprehensive evaluation/capstone project a second time is denied a master’s degree in Higher Education.

## Statement of Intention to Graduate

All students must file a “Statement of Intention to Graduate” in the Graduate School early in their final semester to meet TTU Graduate School deadlines at <http://www.depts.ttu.edu/education/student-resources/graduate/>.

**Financial Aid**

A limited number of College of Education Graduate Research/Teaching Assistantships are available on a competitive basis. Deadline for these awards is normally in February for the fall semester. In addition, a number of Texas Tech University Fellowships, scholarships, work study, and other awards are available from the Office of Graduate Admissions’ website at <http://www.depts.ttu.edu/gradschool/> under the “Financial Support” tab.

**Additional Information & Suggestions**

Other important issues such as registration, financial assistance, ethics, and appeals procedures are outlined in the Texas Tech University Graduate Catalog, College of Education Graduate Student Handbook, and the Education Student Handbook.

**Course Delivery**

At the discretion of the program some courses may be offered online to provide a distance learning experience for students as well as provide for the effective use of faculty resources.

**Appendices**

**Appendix A**

**Higher Education Program**

**Master’s Higher Education Evaluation Rubric**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Program Objective:** Understanding the importance of equity and social justice, graduates of the Masters in Higher Education program use applied theories and practical research as tools of collaborative change in their leadership positions. | | | | | | | |
| **Objective 1: Professional Foundations/ Higher Education Administrator Competencies (based on CAS/ACPA/NASPA Competencies) P1** | | | | | | | |
|  | | **Exceeds Expectations** | **Meets Expectations** | | **Meets Some Expectations** | **Does not Meet Expectations** | |
| Communication | | Demonstrates high levels Written, oral, and visual forms of communication are appropriate for the intended audience.  Projects are exceptionally well written and organized and connect components in a seamless manner.  Communication is highly responsive to audience comments and questions.  Articulates ideas clearly and concisely; presented neatly and professionally; grammar and spelling are correct; uses good professional style. | Demonstrates written, oral, and visual forms of communication which are appropriate for the intended audience  Projects are well written and organized and connects components in a seamless manner.  Communication is responsive to audience comments and questions.  Articulates ideas clearly and concisely; presented neatly and professionally; grammar and spelling are correct; uses good professional style; | | Demonstrates written, oral, and visual forms of communication which are somewhat appropriate for the intended audience.  Projects demonstrate somewhat satisfactory organization; clear introduction; main points are well stated, even if some transitions are somewhat sudden; clear conclusion.  Communication is somewhat responsive to audience comments and questions.  Articulates ideas; one or two grammar or spelling errors per page; style is appropriate for audience | Demonstrates written, oral, and visual forms of communication which are not appropriate for the intended audience.  Responds to questions inadequately or is not responsive to questions.  Lacks organization and some of the main points and conclusions are unclear.  Text rambles, key points are not organized; spelling or grammar errors present throughout more than 1/3 of paper; style is inappropriate for audience | |
| Interpersonal Skills | Consistently demonstrates sensitivity to cultural norms and organizational practices.  Always conveys ideas and information expertly, frequently, and inclusively through media and verbal and nonverbal means.  Always listens actively to understand, comprehend, analyze, engage, and act.  Always projects confidence and responds responsively and tactfully. | | Demonstrates sensitivity to cultural norms and organizational practices.  Consistently conveys ideas and information appropriately and consistently through media and verbal and nonverbal means.  Consistent listens actively to understand, comprehend, analyze, engage, and act.  Consistently confidence and responds responsively and tactfully. | Demonstrates some sensitivity to cultural norms and organizational practices.  Occasionally conveys ideas and information appropriately and consistently through media and verbal and nonverbal means.  Occasionally listens actively to understand, comprehend, analyze, engage, and act.  Occasionally projects confidence and responds responsively and tactfully. | | | Insensitive to cultural norms and organizational practices.  Seldom or never conveys ideas and information appropriately and consistently through media and verbal and nonverbal means.  Seldom or never listens actively to understand, comprehend, analyze, engage, and act.  Seldom or never projects confidence and responds responsively and tactfully. |
| Theory | Demonstrates a comprehensive understanding of theory and its application.  Identifies and critically analyzes strengths and weaknesses of theory.  Aligns with research question, methods, and observations. | | Demonstrates a satisfactory understanding of theory and uses existing theory well.  Informs the research question and measures.  Identifies where theory works and where it does not work adequately. | Demonstrates understanding of theory at a simple level.  Theory is minimally applied to recommendations and solutions. | | | Demonstrates a lack of understanding of theory at any level.  Theory is not applied to question or problem. |
| **Objective 2: Leadership, Teamwork, Collaboration and Ethical Practice in Higher Education (P2)** | | | | | | | |
| Knowledge and Awareness of Contemporary Issues and Different Perspectives | Uses varied sources of evidence and analyzes data about current practices and outcomes to shape vision, mission, and goals with high, measurable expectations | | Uses several information sources and some data to shape vision, mission, and goals with expectations for students and educators | Uses a single source of information and data about what is currently occurring to shape mission and goals. | | | Uses no information and data about what is currently occurring to shape mission and goals. |
| Leadership Roles and Behaviors | Clearly understands the multiple purposes of higher education and demonstrates the leadership behaviors and role needed in higher education. | | Demonstrates appropriate understanding of the purpose of higher education and the leadership roles needed in higher education. | Demonstrates limited understanding of the purpose of higher education and the leadership roles needed in higher education. | | | Appears unable to connect decisions and behaviors to the purpose of education and the role of leadership in higher education. |
| Teamwork & Collaboration | Demonstrates high levels of knowledge and ability needed to understand how to embrace and employ the diversity of individuals, cultures, values, ideas, and communication styles.  Demonstrates high levels of knowledge and ability to develop, enhance, and sustain teamwork and cooperation.  .  Demonstrates high levels of knowledge and ability to facilitate shared problem solving and decision making. | | Demonstrates appropriate knowledge and ability needed to understand how to embrace and employ the diversity of individuals, cultures, values, ideas, and communication styles.  Demonstrates appropriate knowledge and ability to develop, enhance, and sustain teamwork and cooperation.  Demonstrates appropriate levels of knowledge and ability to facilitate shared problem solving and decision making. | Demonstrates some knowledge and ability needed to understand how to embrace and employ the diversity of individuals, cultures, values, ideas, and communication styles.  Demonstrates some knowledge and ability to develop, enhance, and sustain teamwork and cooperation.  Demonstrates some knowledge and ability to facilitate shared problem solving and decision making. | | | Demonstrates limited or no knowledge and ability needed to understand how to embrace and employ the diversity of individuals, cultures, values, ideas, and communication styles.  Demonstrates limited or no knowledge and ability to develop, enhance, and sustain teamwork.  Demonstrates no knowledge and ability to facilitate shared problem solving and decision making. |
| Ethical Considerations | Possesses and reflects upon a personal and professional code of ethics and expects others in the higher education community to behave ethically and with integrity. | | Demonstrates the basic understanding of professional code of ethics and understands how to act with integrity. | Demonstrates limited understanding of professional code of ethics and understands how to act with integrity. | | | Make little mention of a personal and professional code of ethics and rarely uses it to reflect on actions and decisions. |
| **Section 3: Assessing, Proposing and Evaluating Solutions to Problems in Practice(P3)** | | | | | | | |
| Originality and Problem Definition | Identification of the problem is significant, authentic, interesting, and thoughtful  .  Clearly states the problem in context, gives breadth, depth, and insight to the issues and states why it is it is important.  Use of existing literature is comprehensive, thorough, complete, coherent, concise, and up to date (if applicable) | | Identification of the problem is appropriately articulated.  States the problem in context and appropriately.  Shows understanding of the command over the most relevant literature (if applicable) | Identification of the problem is poorly articulated and organized, weak attempt to address the issue  Problem definition is less interesting; has less breadth, depth, and insight  Shows limited understanding of the command over the most relevant literature (if applicable) | | | Identification of the problem is poorly articulated and organized, weak attempt to address the issue  Does not provide or does not put the problem in a clear context.  Looks at a question or problem that is trivial, weak, unoriginal, or already solved by the partnering institution.  Misinterprets or does not understand the literature (if applicable) |
| Critical Thought and Argument | Demonstrates mature critical thinking.  The methods and techniques to be used are clearly and fully described and justified per purpose and research/evaluation questions  Limitations of the design are explored at length.  Argument is focused, logical, rigorous, and sustained. | | Demonstrates appropriate level of critical thinking.  Uses existing methods, techniques, or approaches in correct manner.  Limitations of the design are explored adequately.  Sustains an argument appropriately and is convincing.. | Demonstrates limited critical thinking.  Uses existing methods, techniques, or approaches in somewhat accurate ways.  Limitations of the design are not explored with any breadth or depth.  Sustains an argument, but the argument is not imaginative, complex, or convincing | | | Lacks careful thought.  Has a weak, inconsistent, self-contradictory, unconvincing, and/or invalid argument.  Methods and techniques to be used are not adequately described or justified.    Discussion of the limitations of the design is incomplete, inappropriate, or erroneous |
| Presentation of Findings | Results are appropriately presented to both audience and according to professional scholarly standards.  Presentation of results is organized and transitions in a meaningful narrative.  The selection of results presented may be considered as the most salient to the study.  Tables and figures are provided and used to supplement explanations in text. | | Results are somewhat appropriately presented to either the audience or according to professional scholarly practitioner  standards but not both.  Presentation of results is somewhat organized in that the narrative progresses in a meaningful way.  There is a selective presentation of results that are salient but still not selecting the most salient.  Tables and figures are provided yet not explained in detail | Results are not appropriately presented to the particular audience or according to the professional scholarly standards.  Presentation of results is not organized in a meaningful narrative that transitions smoothly.  Results presented without reference to what may be considered most relevant to that particular study.  Tables and figures are neither provided nor sufficiently explained in text. | | | Results are not presented to the particular audience or according to professional scholarly practitioner standards.  Presentation of results is missing.  Results are missing.  Tables and figures are neither provided nor sufficiently explained in text.  Tables and figures are used to replace explanation of results rather than supplement. |
| Results/Interpretations/ Conclusions | Provides plausible interpretations  Interesting, surprising, and insightful.  Discusses strength, weaknesses, and limitations.  Context of the study is reiterated in a clear and concise manner.  Conclusions are both tied to empirical evidence and explained thoroughly with respect to the context of the problem.  Recommendations are explained as founded in both evidence from the data collected and the extant literature. | | Provides a good summary of results.  Context of the evaluation is not fully reiterated in a clear and concise manner.  Findings are explained with some depth according to each research question.  Conclusions are tied to empirical evidence but not explained.  Recommendations are explained with some foundation in either evidence from the data or the extant literature but not both. | Interpretation is not objective, cogent, or correct.  Makes improper inferences.  Overstates the results  .  Summarizes what has already been said.  Does not understand the results or what has been done.  The explanation of recommendations does not clearly or coherently answer research questions. | | | Has wrong, inappropriate, incoherent, or confused analysis of problem.  Interpretation is not  objective, cogent, or correct.  Has unsupported or exaggerated interpretations.  Does not address the significance or the implications of the problem  The explanation of findings does not clearly or coherently answer community partner questions. |
| Implementation and Contributions to the Field | Results demonstrate sophisticated evidence of planning and development of the project.  Most or all of the recommendations from the project are more or less functional with minor effort need to complete.  Results are of interest to collaborating partner and/or larger community and significantly advances the field of higher education.  Demonstrates skills and knowledge of how to implement an intervention/ solution to a problem in practice within scope of influence  at a high and innovative standard. | | Results demonstrate good evidence of planning and development of the project.  Many recommendations work, some need additional work to become viable.  Results make a contribution to the field of higher education.  Demonstrates skills and knowledge  of how to implement an  intervention/solution to a problem in  practice at an intermediate level | Results demonstrate limited evidence of planning and development of the project  Some recommendations work with partial function of the rest.  Results make a small contribution to the field of higher education.  Demonstrates skills and knowledge of how to implement  An intervention/solution to a problem of practice at a novice or below level. | | | Results do not establish criteria for development of the project.  Few if any recommendations are functional. Major areas not started or addressed.  Results make no contribution to the field of higher education. |

## Appendix B

## Course Sequence

## Master of Education in Higher Education

## Capstone Option (30 hours)

|  |  |  |
| --- | --- | --- |
| **Year 1**: Required Courses |  |  |
| Fall Semester | EDHE 5300  History of Higher Education in the United States | 3 Hours |
|  | EDHE 5301  Crisis Management & Legal Aspects of Higher  Education | 3 Hours |
|  | EDHE 5311  Higher Education Masters Seminar | 3 Hours |
| Spring Semester | EDHE 5313  The Comprehensive Community College | 3 Hours |
|  | EDHE 5334  College Student Development | 3 Hours |
|  | EDHE 5303  Access and Equity in Higher Education | 3 Hours |
| **Year 2:** Required Courses |  |  |
| Fall Semester |  |  |
|  | EDHE 5343  Budgeting and Resource Management in Higher Education | 3 Hours |
|  | EDHE 5321  Administration in Higher Education | 3 Hours |
|  | EDHE 5341  Assessment in Higher Education | 3 Hours |
| Spring Semester |  |  |
|  | EDHE 5335  Master’s Capstone | 3 Hours |
|  | *Elective: EDHE 5332 Student Services in Higher Education* | *3 Hours* |
|  | *Elective: EDHE 5310 Advising and Helping Skills in Higher Education* | *3 Hours* |
|  | **Total** | **30 Hours** |
|  |  |  |

## Course Sequence

## Master of Education in Higher Education

## Thesis Option (33 hours)

|  |  |  |
| --- | --- | --- |
| **Year 1**: Required Courses |  |  |
| Fall Semester | EDHE 5300  History of Higher Education in the United States | 3 Hours |
|  | EDHE 5301  Crisis Management & Legal Aspects of Higher  Education | 3 Hours |
|  | EDHE 5311  Higher Education Research Design | 3 Hours |
| Spring Semester | EDHE 5313  The Comprehensive Community College | 3 Hours |
|  | EDHE 5334  College Student Development | 3 Hours |
|  | EDHE 5303  Access and Equity in Higher Education | 3 Hours |
|  |  |  |
| Summer Semester | *Research Course As Assigned by Chair* | 3 Hours |
|  |  |  |
| **Year 2:** Required Courses |  |  |
| Fall Semester |  |  |
|  | EDHE 5343  Budgeting and Resource Management in Higher Education | 3 Hours |
|  | EDHE 5321  Administration in Higher Education | 3 Hours |
|  | EDHE 6000  Master’s Thesis | 3 Hours |
| Spring Semester |  |  |
|  | EDHE 6000  Master’s Thesis | 3 Hours |
|  | *Elective: EDHE 5332 Student Services in Higher Education* | *3 Hours* |
|  | *Elective: EDHE 5310 Advising and Helping Skills in Higher Education* | *3 Hours* |
|  | **Total** | **39 Hours** |

**Appendix C**

**Higher Education Program**

**Student Progress Evaluations**

All graduate students in the Higher Education Program are evaluated annually. Submission of an Annual “Student Progress Report” is essential for remaining in good academic standing. The Annual Progress evaluation provides the faculty the opportunity to assess and communicate the student’s accomplishments and whether progress toward the degree is being made in a timely manner. The report assesses course work, internship, and research productivity. The report also captures elements of professional development and leadership. Evaluations occur after students complete their first semester and annually thereafter.

There are three possible outcomes of the “Student Progress Review”.

1. “Green Light” – The full-time faculty find that the student is adequately accomplishing the learning outcomes of the program, making good progress in your studies, and anticipate the student will continue to advance in their academic pursuits.
2. “Yellow Light” – The full-time faculty are concerned with the student’s academic progress to date and direct the student to meet with their advisor within two weeks of this notice to discuss and identify the areas of deficiencies and to develop a plan to strengthen the identified deficiencies
3. “Red Light” – The full-time faculty have serious concerns regarding the student’s ability to be successful in the program. These concerns may be based on a review of the student’s writing ability, engagement in the program, critical reasoning skills, time management, meeting deadlines, and other academic performance indicators. The student will be directed to meet with their advisor within two weeks of this notice to discuss and identify the areas of deficiencies and to develop a plan to strengthen the identified deficiencies.

Failure to comply with any of the directives listed above may result in dismissal of the program.