

Ohio TRANSFER TO DEGREE guarantee

News from the **Ohio Articulation & Transfer Network**

IN THIS ISSUE

Special Features.	1
Policy & Progress Reports.	5
Meetings of the Minds.	5
Transfer Technology.	7
(CT) ² Corner.	9
Staff Feature.	10

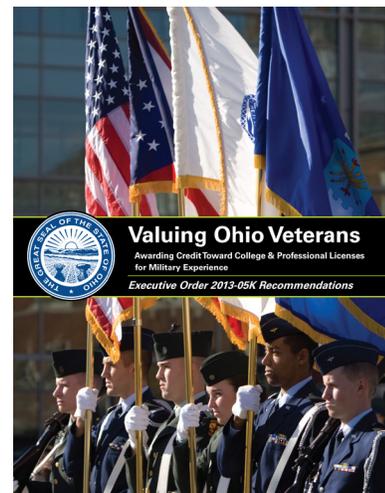
Greetings from Dr. Paula Compton, Associate Vice Chancellor of Articulation and Transfer

How quickly summer has flown! Fall is already here, and with it cooler temperatures, beautiful changing leaves, and the start of a new fall semester. I appreciate the efforts of everyone who kept our initiatives moving forward over the summer. Everything is going full steam ahead in Articulation and Transfer. Your continuous energy is making a difference for our students.

Special Features

Valuing Ohio Veterans

House Bill 488, included in the Mid-Biennium Review (MBR), is a reflection of a strong desire to make Ohio a great place for veterans and service members to live and work. The widely supported bill passed both the House and Senate unanimously and was signed into law by Governor John Kasich on Monday, June 16, 2014. Many of the recommendations in the [Valuing Ohio Veterans Report](#) from December 2013 are included in H.B. 488, as well as a few additional items. Many of the items from H.B. 488 must be implemented in University System of Ohio (USO) institutions by December 31, 2014.



To begin implementation of the recommendations and items in H.B. 488, the [Military Strategic Implementation Team](#) (MSIT) was assembled by Chancellor John Carey. The MSIT is divided into five working groups, each addressing different areas. The Ohio Board of Regents (OBOR) has also formed an internal working group to provide assistance and guidance to the MSIT. The initial work of the MSIT will culminate in an electronic toolkit of resources and a convening that is scheduled to take place in October. The Valuing Ohio Veterans Toolkit will be a living resource to share information and document promising practices as they are developed throughout the USO. The Valuing Ohio Veterans Convening will include extensive information on meeting the requirements of H.B. 488 and promising practices already under way in the USO. The work of the MSIT will continue in 2015 with a series of in-person and web-based training sessions.

Convening

On September 3 an invitation was sent to the Chief Academic Officers and Provosts of the 36 University System of Ohio institutions inviting them to send a team of five representatives to the Valuing Ohio Veterans Convening on October 20 at the [NorthPointe Hotel and Conference Center](#). Registration is \$20 per team member and open until Monday, October 13.

(continued on next page)

Special Features (cont.)

Representatives may include:

- A student from a veterans organization or a student involved in student government
- Director of veterans services
- Registrar
- Academic Affairs/Provost
- Advisors (academic/career)
- Faculty member (faculty governance)
- Transfer credit evaluator.

For more information on being one of the representatives from your institution, contact your chief academic officer/provost's office. For specific information about the event, contact Leah Dickinson at ldickinson@regents.state.oh.us.

Ohio Foreign Language Initiative

After the announcement of new Foreign Language Transfer Assurance Guides (TAGs) in French, Spanish, German, and Italian during the spring of 2014, we are happy to report that the [Ohio Foreign Language Initiative](#) met another milestone over the summer with the announcement of a TAG for beginning and intermediate courses in [American Sign Language](#) (ASL).

The new TAG in ASL, containing six Ohio Articulation Numbers (OANs), was announced in late August. The sets of learning outcomes in each TAG represent sequences of courses in Beginning I and II and Intermediate I and II levels. The Foreign Language TAG Definitions and Course Alignment Guides can be found in the [documents](#) section on the initiative website. Also, check out the [resources](#) page for additional information. Course submissions begin immediately. Courses submitted by October 3 for any of the new foreign language TAGs will be included in the fall TAG Review. Institutions are responsible for submitting and getting the appropriate courses approved for the statewide guaranteed courses within two years (fall 2016 review cycle).

A request for faculty panel reviewer nominations for the American Sign Language TAG was sent to provosts and chief academic officers in August. OATN staff will be contacting those nominated individuals in mid-September to confirm their service to the panel.

For Academic Year 2014-2015, the panel lead experts and panel members have already begun researching and developing potential new TAGs in Arabic, Chinese, and Japanese.

Questions about the Ohio Foreign Language Initiative may be directed to Hideo Tsuchida at htsuchida@regents.state.oh.us or Michelle Blaney at mblaney@regents.state.oh.us.



Ohio Foreign Language Initiative

More info about the Ohio Foreign Language Initiative can be found at: www.ohiohighered.org/transfer/foreign_language_initiative

Special Features (cont.)

Ohio Mathematics Initiative

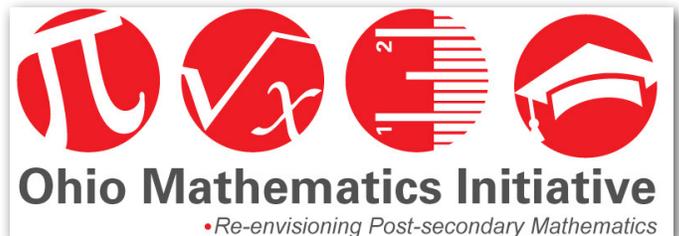
In our [spring newsletter](#), we shared that a meeting of the University System of Ohio (USO) Mathematics Chairs/Leads Network was being planned for June to discuss implementation of the recommendations in the “[Rethinking Postsecondary Mathematics](#)” Report. The meeting took place on June 2 at The Ohio State University. [Dr. Luis Casian](#), chair of mathematics at The Ohio State University, chaired and hosted the meeting. The meeting agenda included a conversation with Dr. Uri Treisman on the national response to the [report](#), a discussion of the report, and a report-out regarding the plans to implement the recommendations. The Chairs/Leads Network recommended the establishment of five subgroups to work on the planning and implementation of 1) New and Alternative Pathways; 2) Redesigning Ohio Transfer Module Criteria; 3) Communication and Outreach; 4) Data Collection, Analysis, and Share; and 5) Alignment between Secondary and Postsecondary Content and Instruction. An establishment of a Subgroup Selection Committee was also recommended to facilitate the selection of subgroup members.

A survey request for nominations was sent to USO chairs/leads in early June. Seventy-one individual faculty members (nine leads and 62 members), including 24 chairs/leads across 34 USO institutions, have confirmed their willingness to serve on the subgroups. The next step will be for the subgroup co-leads to meet on September 25, 2014 to further discuss and plan the work for each of their subgroups.

In the meantime, the Ohio Transfer Module (OTM) Mathematics, Statistics, and Logic Faculty Review Panel has been busy planning for the work of Strategy 2, Redesigning Ohio Transfer Module Criteria. All of the panel members worked through the summer to continue their discussions and keep the momentum going. A subset of the OTM Mathematics, Statistics, and Logic Panel members met immediately after the June 2 chairs/leads meeting to prepare for a meeting with the rest of the Faculty Review Panel. The entire panel met on July 29 and discussed the implications of the report recommendations regarding the OTM and its intent to focus more on learning outcomes. The Panel met again on September 5 to discuss and finalize the proposed changes to the OTM criteria.

Furthermore, in early September, the Review Panel Lead, Dr. Ricardo Moena, presented the panel’s preliminary proposed changes in detail to the Ohio Articulation and Transfer Oversight Board and the Ohio Transfer Module Faculty Subcommittee and requested their support. Both the Oversight Board and OTM Subcommittee members provided strong support for the changes to the current OTM guidelines and other related criteria in mathematics, statistics, and logic. The next step is to share the information with the USO Mathematics Chairs/Leads Network and gain endorsement from USO institutions.

More information will be coming in future issues of the [OATN News](#).



More info about the Ohio Mathematics Initiative can be found at: www.ohiohighered.org/mathematics-initiative

Special Features (cont.)

Prior Learning Assessment

Last year, the Ohio Board of Regents convened the [PLA with a Purpose](#) Network to establish a vision for the state to promote credit for prior learning (CPL). Since the Network released its findings, it has become clear that there is a desire for greater information to move from design to delivery. The Ohio Board of Regents is working with the PLA with a Purpose Network again to create a toolkit to help the state of Ohio and its postsecondary institutions develop policies and practices to achieve the vision of promoting credit for prior learning (CPL) in a consistent, uniform fashion



while simultaneously supporting the mission and vision of each institution. To do so will mean walking a fine line to ensure support for both students and the institutions, both individually and collectively. The toolkit will build upon the report [PLA with a Purpose: Prior Learning Assessment & Ohio's College Completion Agenda](#) and is intended to provide guidance for implementation. The toolkit will have four major modules:

- Building Infrastructure, Policies and Practices for Credit for Prior Learning
- Portfolio Approaches to PLA
- Credit By Exam Approaches to PLA
- Credit for Military Training Approaches to PLA

Modules will be drafted in a phased-in process, with one being developed at a time by a small group and presented to the PLA with a Purpose Network for feedback and approval. The first module will be on portfolio review and is anticipated to be released in early 2015.

One-Year Option

In 2014, HB 59 created the [One-Year Option](#). This stipulated that graduates of [Ohio Technical Centers](#) who have earned the third-party credential in programs that have been

approved by the Chancellor shall receive 30 college credits upon enrolling in a degree program. The Ohio Board of Regents convened a stakeholder group to develop a process that will honor the legislation and maintain the integrity of the accreditation processes. The group suggested the development of Credit Affirmation Teams that will conduct a peer-review process to affirm which of these programs would signal 30 technical credits toward an Associate of Technical Studies degree. The Credit Affirmation Teams are in four broad disciplines – Health, Business & IT, Services & Agriculture, and Industrial Trades – and are in the process of reviewing content to determine which programs meet the benchmarks established by the legislation.



College Credit Plus

On June 16, Governor Kasich signed H.B. 487 into law, which put the College Credit Plus (CCP) program into place as the replacement for Ohio's Post-Secondary Enrollment Options Program (PSEO) and all alternative dual enrollment programs previously governed by ORC 3365. The new CCP program will be fully operational for the 2015/2016 school year. CCP applies to students only if two fundamental conditions exist. First, the student must be enrolled in both college and high school simultaneously. Second, the student will earn transcribed college and high school credit upon successful completion of a course. Additional information about the CCP program is available on the [CCP website](#), the College Credit Plus [Guidance Tool](#), and the [instruction standards criteria](#) for College Credit Plus.



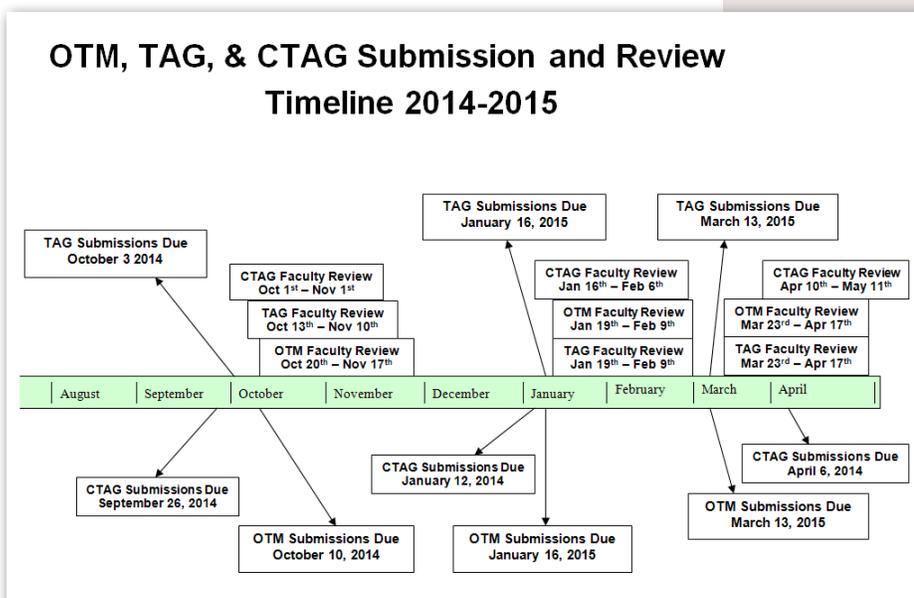
Questions about College Credit Plus can be directed to Lauren McGarity at lmcgarity@regents.state.oh.us.

Policy & Progress Reports

TAG, OTM, and CTAG

Submission deadlines for the fall review are rapidly approaching. Print a reference copy of the [2014-2015 timeline](#) (shown below) for OTM, TAG, and CTAG submissions and reviews to make sure you never miss a date.

Questions regarding progress for the OTM/TAGs can be directed to Hideo Tsuchida (htsuchida@regents.state.oh.us) or Michelle Blaney (mblaney@regents.state.oh.us), and for CTAGs, to Ryan Cupp (rcupp@regents.state.oh.us).



Advanced Placement

College Board has been making updates to the Advanced Placement curriculum and exams in a number of subject areas over the last few years. The alignment recommendations for a score of 3 that are currently being examined by Transfer Assurance Guide (TAG) and Ohio Transfer Module (OTM) faculty panels are for the biology and chemistry exams. Updates for these areas will be provided in a future issue of the [OATN News](#).

Questions about Advanced Placement can be directed to Michelle Blaney at mblaney@regents.state.oh.us.

Meetings of the Minds

Military Strategic Implementation Team

The Team has been busy over the spring and summer. Meetings were held on April 30, May 21, July 1, July 25, and August 28. Topics of discussion have included meeting the requirements of H.B. 488, the recommendations from the Valuing Ohio Veterans Report, the upcoming Valuing Ohio Veterans Convening, and the development of an electronic toolkit to share information and promising practices amongst the University System of Ohio institutions.

Education TAG Revision Panel

The Panel met on August 13 at the Ohio Board of Regents office. Since the last update to the Education TAG, there have been some changes in the area of educator preparation in Ohio. The Revision Panel was tasked to evaluate Ohio's current Education TAG courses, and assess their alignment with the current [Ohio Standards for the Teaching Profession](#), the [Ohio Learning Standards](#), the [Ohio School Operating Standards](#), and the [Chancellor's Requirements for Educator Preparation Programs](#).

OATN Oversight Board

The Board held its quarterly meeting on September 4 at the Ohio Board of Regents office in Columbus. Topics of discussion included: College Credit Plus, Valuing Ohio Veterans & the awarding of college credit, the usage status of the Articulation and Transfer Clearinghouse, updates on the Ohio Mathematics Initiative, and an update on the Articulation and Transfer Policy Manual.

(continued on next page)

Meetings of the Minds (cont.)

OTM Faculty Subcommittee

The Subcommittee had its biannual meeting on September 5 in Page Hall in the LEC Meeting Space at The Ohio State University. The meeting started by recognizing co-chairs of the committee, **Dr. Randy Smith** (The Ohio State University) and **Ms. Cathy Chudzinski** (Terra State Community College), and the OTM Mathematics, Statistics, and Logic Panel Lead, **Dr. Ricardo Moena** (University of Cincinnati), for 25 years of service to the OTM. The meeting continued with updates on current initiatives from OBOR and updates from each OTM faculty panel. In the afternoon, the faculty panels continued meeting in breakout sessions over lunch.

Business TAG Accounting Courses Revision Panel

The Panel met at the Ohio Board of Regents office on July 31. The discussion focused on making revisions to the learning outcomes for the Introduction to Financial Accounting and Introduction to Managerial Accounting TAG courses. The panel's recommendations will be sent out for a statewide survey in September.



The OTM Faculty Subcommittee recognizes, from left, Cathy Chudzinski (co-chair), Randy Smith (co-chair), and Ricardo Moena (OTM Mathematics Panel Lead) for 25 years of service with the Ohio Transfer Module.

(CT)² Regional Managers' Retreat

The Retreat occurred on August 6 at Marion Technical College with (CT)² staff and the Regional Managers (Bob Haas, Dennis Ragins, and Rob Speckert). In addition to fostering an esprit de corps between the Regional Managers and (CT)² staff, this meeting provided a chance to update each other on what is going on at the OBOR, as well as in the field. The team also discussed ways of improving communication and reporting and had time for troubleshooting some technical issues. This was also the first meeting the Regional Managers had with Tonya Ervin, the new associate director of career-technical initiatives. The retreat left the team feeling energized

and ready to tackle another year of important work in career-technical credit transfer.

Ohio Transfer Module (OTM) Mathematics Panel

The Panel met on Friday, September 5, in Page Hall in the LEC Meeting Space at The Ohio State University to continue work on the proposed changes for the OTM Mathematics, Statistics, and Logic guidelines.

Articulation and Transfer Clearinghouse Steering Committee

The Committee met on Tuesday, September 9, at the Ohio Board of Regents office. Topics of discussion included the Ohio High School e-Transcript Initiative, ATC and the HEI Rewrite, Ohio Technical Center transcripts, and the Reverse Transfer transition.

Welding CTAG Review Meeting

The meeting occurred on September 11 at the Ohio Board of Regents office to review the current Welding CTAG. Representatives from Ohio's adult and secondary

(continued on next page)

Meetings of the Minds (cont.)

career-technical and postsecondary institutions gathered to review the current learning outcomes and accreditation requirements, all with the goal of improving Welding CTAG compliance, particularly at the postsecondary level. The group discussed the quality measures necessary to ensure statewide program rigor and provided recommendations for updating the CTAG. These recommendations will be sent out for a statewide survey in October.

Upcoming Meetings

- **USO Mathematics Chairs/Leads Network Subgroup Co-Leads** will have their first meeting on September 25 at the [Ohio Board of Regents](#) office, 25 S. Front St., Columbus.
- **Tools, Tasks, and Talents of the Transfer Trade: A Conversation** is scheduled for September 26 at the [Conference Center](#) at Columbus State Community College.
- **Military Strategic Implementation Team** will meet again on September 29 at the [Ohio Board of Regents](#) office.
- **Education TAG Revision Panel** will have its second meeting on October 3 at the [Ohio Board of Regents](#) office.
- **Valuing Ohio Veterans Convening** will be held on October 20 at the [NorthPointe Hotel and Conference Center](#).
- **OATN Advisory Council** will meet again on November 13 in the [Conference Center](#) at Columbus State Community College.
- **(CT)2 Secondary Advisory Council** will meet on November 12 at the [Ohio Board of Regents](#) office.
- **(CT)2 Adult Advisory Council** will meet on November 19 at the [Ohio Board of Regents](#) office.
- **OATN Oversight Board** will meet again on December 4 at the [Ohio Board of Regents](#) office.

Transfer Technology

ATC Data Validation Project

The ATC Data Standards Committee met online on July 31. It was a productive meeting with representation from 10 institutions. Updates were provided regarding the status of the ATC Data Validation project and the Ohio High School e-Transcript Initiative. The committee helped develop data standards for coding multiple incomplete programs in transcripts. Feedback was received on data elements that would be helpful to have in transcripts generated by the Ohio Technical Centers (OTCs). For more information on this committee, please visit our website at www.ohiohighered.org/transfer/atc/datastdnscomm.

ATC Steering Committee

The ATC Steering Committee meeting on September 9 started by welcoming new members from the Ohio Technical Centers (OTCs). The two new members are Dr. Barbara Wagner, director of the [Upper Valley Career Center](#), and Ms. Stephanie Priestnal, director of [Secondary Center – C-TEC](#). After the meeting, progress updates on the Ohio High School e-Transcripts and the Higher Education Information System rewrite were provided. Also, information gathered about outside vendors involved in the electronic transcript exchange process was presented. An update was also provided about the ongoing process to bring uniformity to the OTC transcript creation. We would like to thank our committee members for providing valuable feedback

(continued on next page)

Transfer Technology (cont.)

and making it a productive meeting. For more information on the work of this committee, visit: www.ohiohighered.org/transfer/atc/steeringcomm.

OATN USO Admissions and Registrars Meeting 2014

On April 24, 2014, the OATN held an Admissions and Registrars meeting at the [Columbus State Community College Conference Center](#). The meeting was well attended by our public institutions of higher education. During the meeting, topics discussed were the Ohio High School e-Transcript Initiative, the Ohio Technical Centers electronic transcript survey, the Reverse Transfer Initiative, Transferology/TES, breakout sessions centered on ATC updates, the Military Executive Order, and Ohio Board of Regents policy initiatives. Thank you all for your support and for attending the meeting!

Credit When It's Due

As we move closer to the end of the grant for reverse transfer known as the Credit When It's Due (CWID) Initiative, there will be a move to sustain the success and progress made so far. Working groups will be brought together to solve any remaining tasks and issues, as well as a new group that will handle the responsibilities of the initiative. The overall goal is to continue reverse transfer as a part of the daily business of our colleges and universities. As updates become available, information will be provided on our website at www.ohiohighered.org/credit_when_due.

Ohio High School e-Transcript Initiative

The Ohio High School e-Transcript Initiative continues with development work being done by the grant recipients. Currently, the Ohio Department of Education is working on ensuring that [Information Technology Centers](#) that support high school districts are ready to accept data from high schools that choose to sign up with [Parchment](#) to deliver electronic transcripts. Live

transcripts will be made available to grant recipients this fall, with a push for more high schools to sign up as well. The busiest period for the grant will be coming soon, with more work being completed than ever before. Please stay tuned for more information in our next newsletter.

Ohio Technical Center Transcript

The OATN is moving forward with a process to help standardize transcripts for the Ohio Technical Centers (OTC). Over the coming months, we will reach out to key members and personnel at the OTCs to gather more information about their current business process. There will be another update provided in the next newsletter outlining the progress made and next steps.

Course Equivalency Management System Enhancements

Our Course Equivalency Management System (CEMS) continues to get better! With more than 45 additional fixes and improvements being made over the summer, the system is offering enhanced functionality. The next step is to launch a Knowledgebase website for users of the system, which will serve as a communication forum for end users and provide updated documents. Development work is currently under way on the Knowledgebase and should be completed soon. We will make an official announcement as soon as the site is ready.

Transferology

CollegeSource has formally announced that it is offering limited access to [Transferology](#) and the [Transfer Evaluation System](#) (TES) free of cost for [military credit evaluation](#) across the nation. The new free service began on August 1. Ohio institutions that are not current TES subscribers will need to contact [CollegeSource](#) for an account before using the free service.

(CT)² Corner

What's up with the SCTAI?

Just like the rest of the OATN team, the SCTAI group has been working hard to develop and update CTAGs and CTANs. Toward the end of the spring semester we held several CTAG Finalization meetings. These meetings are designed to give the Lead Expert and the panel a final opportunity to review the learning outcomes, the content standards, and course alignments. Additionally, the committee is given a summary of the test development for each CTAN. Once these meetings have been completed, the Ohio Department of Education will assist with making any final edits or adjustments.

The spring Finalization meetings were held as follows:

- April 1: Criminal Justice
- April 10: Fire Fighter & Emergency Medical Technician
- April 28: Ground Transportation
- May 12: Exercise Science
- May 21: Health Information Management
- May 22: Medical Lab Technician

September Finalization meetings are being scheduled now for the areas of Air Transportation, Construction, and Bioscience. Each finalization meeting is a last chance to review and approve the course alignments. The Lead Expert provides a synopsis of his or her research and findings, and a review of the alignment survey data is included. Additionally, there is discussion about the item writing for end of course assessments. These meetings provide a final chance for review prior to the official announcement of new CTAGs and CTANs.

On September 3, a kick-off meeting was held for a new Hospitality pathway. This pathway will include both Culinary and Food Services Operation and Lodging and Travel Services. The meeting was a collaborative effort of the [Ohio Board of Regents](#), the [Ohio Department of Education](#), and [MBA Research](#), the vendor who will be writing the courses for the Hospitality pathway. Following this meeting, two Futuring Panels were convened to hear from industry experts about the future trends and upcoming changes in the Culinary and Food Services area, as well as the Lodging and Travel area.

Apprenticeships

Apprenticeship Statewide Partnership Panel

The Carpenters International Training Fund (CITF)-Ohio Carpenters Joint Apprenticeship and Training Trust Fund (OCJATTF) is now the third Apprenticeship Pathway to a Technical Associate Degree. The Higher Learning Commission (HLC) approved the Carpentry Apprenticeship Pathway program on August 11, and it joins the previously approved Electrical Apprenticeship Pathway (approved December 2012) and the Sheet Metal Workers' Apprenticeship Pathway (approved January 2014).

Work continues to move forward on new apprenticeship pathways, specifically Plumbers & Pipefitters and the Ohio Laborer's Pathway programs. Curriculum reviews are under way for both.

Complete details on the pathways are available at: ohiohighered.org/transfer/apprenticeship-pathways.

Apprenticeships in the 2014 Report on the Condition of Higher Education in Ohio

Apprenticeships are receiving local, state, and national attention. In the Ohio Board of Regents' 2014 Report on the Condition of Higher Education in Ohio "[Pre-K to Jobs: Higher Education's Role in Developing Students for Careers](#)," the state's work on Apprenticeship Pathways is highlighted as part of Section III: Connecting Knowledge through Application: Co-ops, Internships, and Apprenticeship Programs, on pages 43-44.

Staff Feature

OATN Welcomes Two New Staff Members

Leah Dickinson joined the Ohio Articulation and Transfer Network (OATN) as Assistant Director of New Initiatives & Special Projects on May 12. She was previously the director of operations for the Ohio Association of Community Colleges (OACC). Prior to moving to central Ohio, Leah worked as an executive administrative assistant for the Lawn & Garden segment of Myers Industries, Inc. and began her career in K-12 education at Jefferson Area Local Schools in Ashtabula County, Ohio. In her role with the OATN, Leah is responsible for the efficient management of a variety of projects and initiatives, including Apprenticeship Pathways, Military Credit, and other key articulation and transfer work. Leah earned her bachelor's degree in language arts education from Ohio Northern University in Ada.



In July, the OATN welcomed **Tonya Ervin** as the new Associate Director of Career-Technical Initiatives. She began her career in higher education nine years ago in the Records and Registration office at Frederick Community College (FCC) in Frederick, Maryland, where she



became the assistant registrar for transfer evaluation, overseeing evaluation of college credit, military training, prior learning assessment, Advanced Placement, College-Level Examination Program (CLEP), and articulation agreements. Additionally, she was a longtime member of FCC's Curriculum Committee, where she worked closely with faculty to ensure curricular changes aligned with

institutional policies and procedures. She was also active in her state affinity group, the Maryland Organization for Community College Registrars and Admissions Officers (MOCCRAO), where she chaired the Transfer Evaluator Subcommittee and served a term as the organization's vice president. Tonya received her master's degree in student affairs administration from the University of Wisconsin – La Crosse and her bachelor's degree in interdisciplinary studies: women's studies from the University of Tennessee – Knoxville.

Meet the New OATN Interns

Miranda Onnen is a fourth-year student at The Ohio State University studying political science and economics. She graduated high school in Cincinnati, but is now based in Louisville, KY. She comes to the OATN from the Ohio Statehouse, where she worked as a page in Senator Kevin Bacon's office. She is involved with the Ohio State Undergraduate Student Government, as well as the Collegiate Council on World Affairs. She also competes as a member of the Ohio State Model UN team.



Frank Kuo is a junior currently pursuing a bachelor's degree in business administration with a specialization in logistics and minoring in sociology and human development and family sciences at The Ohio State University. He has previously worked at Express,

where he was ranked the top performer in sales and customer service for his store. He has also worked in the accounts payable department of The Ohio State University, where he worked on getting the financial liability the university incurred to an expense account. After graduating, Frank plans on furthering his education with a master's or a Ph.D. program.

