Policy Number: 421

Policy Title: Doctorate for Administrative and Academic Officers

AAPC: This policy was very controversial. Some of the faculty felt that these administrators are already adequately compensated and do not need additional compensation for an advanced degree. The dean on the Council felt strongly otherwise. The Council was unsure who these “Administrative and Academic Officers” would include and that that language should be clarified. For example, are these directors or assistant directors in any area of the college? Another question that arose was that many of the “Academic Officers” have faculty rank. So, when they obtain a doctorate, would they not be in line for the $5000 in additional compensation given to faculty instead of the $3000? Would it depend on whether or not they are still teaching? Would it depend on the nature of the degree? If it’s in their teaching discipline, would they receive $5000, but if it were in higher education, would it be $3000? The Council believes these issues must be addressed. The Council was also unsure about the language “in a discipline that is related to their current role/function.” Who would make that determination? Their supervisor? HR?

POLICY:

Georgia Perimeter College encourages its Administrative and Academic Officers to earn a doctoral degree in an appropriate field of study.

PROCEDURE:

Georgia Perimeter College encourages individuals to continue their education through the Tuition Assistance Program. By continuing their education in appropriate disciplines, individuals may improve their ability to compete for a broader set of roles within the college. Additionally, it is an advantage to the college to have its Administrative and Academic Officers with a high level of academic credentials. Academic Officers generally have academic status and are therefore covered under Policy 420 as it relates to compensation for receiving a doctorate degree.

For Administrative Officers, as defined for accreditation purposes, if they earn a doctoral degree from a regionally accredited college or university while in their
Officer role in a discipline that is related to their current role/function, they will be eligible for a salary increase at the beginning of the next fiscal year. The amount of the increase, which will be added to their base pay, will be $3000. No adjustment will be made beyond the maximum of their current salary range.

This is a one-time base salary adjustment which will be reviewed and approved by the President at the time of the reclassification process generally in the spring semester to be effective July 1.

PPAB Approval Date: ________________________________

Policy Council Review Date(s):

FAPC: 9/20/12