

UAM OPERATING PROCEDURE 415.3

SALARY INCREASE FOR ADVANCED DEGREE

University of Arkansas at Monticello (UAM) is committed to the professional and educational development of its faculty members. The purpose of the Salary Increase for Advanced Degree Policy is to outline when faculty are eligible for a salary increase based upon completion of a doctoral or terminal degree.

The following criteria apply.

- Faculty shall be awarded an increase of \$1,000 to their base annual salary upon completion of their first doctoral or terminal degree, within the discipline they teach.
- Faculty whose initial appointment letter stipulates an increase in compensation upon completion of a doctoral or terminal degree are excluded from this policy.
- The faculty must be employed at UAM at the time the qualifying degree was conferred.
- The faculty must be on a 100% appointment.
- The salary increase stipulated in this Policy applies to degrees conferred on July 1, 2022 or thereafter.
- The degree must be awarded by an institution with nationally recognized accreditation.

The following steps must be completed.

- The faculty shall submit an official transcript showing the conferred degree and a request for increase in writing to the appropriate dean. The dean will submit a request to the Vice Chancellor for Academic Affairs (VCAA).
- Upon approval of the VCAA, the dean will submit a PAF reflecting the salary increase to be effective the first pay period of the next spring or fall semester.

May 4, 2023