

## Texas A&M AgriLife Extension Service

### CEA Educational Policy – Doctoral Degrees

Achievement of a doctoral degree, while not required for any CEA position, is a preferred qualification for many leadership positions in the agency. This achievement will be rewarded with a salary increase for those who obtain prior approval for the degree, and who meet the following criteria.

1. CEA's would complete an application before being approved to begin work on a doctoral degree. Extension Administration may approve up to 5 CEA's per year to begin the program with the understanding that they would receive a salary increase of \$6,000 per year upon completion. Others may request permission to obtain a degree with no expectation of a salary increase.
2. The application will go through the immediate supervisor, and the applicant must have received a minimum of "Effective" on their previous Performance Appraisal Score. Once approved, the CEA must maintain that level of performance in order for continued approval to enroll to be granted.
3. The proposed University and proposed graduate program must be acceptable and beneficial to the applicants Extension career; and must be approved before enrollment. At a minimum the University must be Regionally Accredited\* and the course of study must align with a subject matter that aligns with the Extension mission.
4. Applicant must have the support and approval from their Commissioner Court prior to being considered.
5. Applicants who have completed the SALE-Leadership Extension Class will be given priority, assuming all above criteria are met first.

\*Regional Accreditation will be granted by one of the following:

1. Middle States Association of Colleges and Schools
2. New England Association of Schools and Colleges
3. Higher Learning Commission
4. Northwest Accreditation Commission
5. Southern Association of Colleges and Schools
6. Western Association of Schools and Colleges