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16 October 1973

MEMORANDUM FOR THE RECORD:

SUBJECT: Meeting on 15 October 1973 to Discuss Methods of Recognition
of Employees who attain a College Degree

STATINTL ! Present :



1. At the request of the DD/M&S Career Management Officer, the Career Management Officers of the DD/M&S Offices met on 15 October 1973 to discuss the following issue: "To develop a practical and tangible method of recognition of an employee with the initiative to improve his or her professional qualifications by obtaining a college degree, principally on the employee's own time."

2. Initially, it was proposed that such recognition be accomplished by awarding a Quality Step Increase. However, subsequently, the Office of General Counsel has ruled that a QSI cannot be awarded for such purpose. The legal basis for granting a QSI must be recognition for sustained work performance above that characteristically found in the type of position concerned. An alternative suggestion by OGC was to use the provision of the Federal Award Act to develop a one-time cash award program for such educational achievements.

3. The consensus of the Career Management Officer was that the purpose of recognizing the initiative and efforts of an employee who

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-2-

successfully completes the requirements for a college degree might be better accomplished through other means than a cash award. It was felt that the amount of a one-time cash award would, by necessity, have to be a modest one and the employee was much more interested in professional recognition of his educational efforts and achievements. Of secondary importance, is the fact that the equitable administration of a monetary award program would be quite difficult to devise and execute.

4. The general value of broadening one's background through almost any educational pursuit was recognized, but it is believed that often, the correlation is not very high between many college courses and the improvement of one's professional qualifications. In short, the attainment of a college degree does not necessarily mean the individual is a more valuable employee. Unfortunately, too many employees seem to feel that their attaining a college degree should immediately result in a change or improvement in their job assignment. Where there is a close relationship between college training and an employee's assignment or career aspiration, the Fitness Report or the Competitive Evaluation of Potential should provide the means of recognizing professionally the educational achievement.

5. The Agency's interest and efforts to raise the general level of education and training is being accomplished in a number of ways through a very liberal interpretation of the Federal Employee Training Act. The recently inaugurated "Off Campus Program" is an example of the facilities and programs which are being made available to employees interested in furthering and improving their education. These free educational opportunities would seem to offer sufficient incentive for broadening one's background without officially recognizing and rewarding the attainment of a college degree, which may or may not be job related. There are, of course, many other programs which are more directly job related. Experience indicates that training and education seem to be more successful if they are job related. The voluntary Language Incentive Program has never been very successful although job-related directed language training has been quite successful.

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6. It was felt by some of those present at the meeting that there could be some type of monetary recognition for educational pursuits that could be specifically measured against job requirements - where it could be shown that the employee can perform his present or future job in a measurably better manner as a result of his educational efforts. A suggested scale of monetary rewards was that an employee receive \$100 each time he completes 30 semester hours of college work plus a \$100 for actually attaining a degree. Thus, the scale would be:

AA - \$300 (60 semester hours plus \$100 for degree)
AB - \$500 (120 semester hours plus \$100 for degree)
Masters - \$300 (or more)
PhD - \$300 (or more)

7. Although the officers present at this meeting did not completely reject the principle of awarding a monetary award for attaining a college degree, it was felt that there are other and more appropriate methods for recognizing an employee who puts the time and effort into educational pursuits which improve his professional qualifications and make him a more valuable Agency employee. It is believed that we may be attaching too much value to simply attaining a college degree.

STATINTL

cc: ADD/M&S

ROUTING AND RECORD SHEET

SUBJECT: (Optional) Meeting on 15 October 1973 to Discuss Methods of Recognition of Employees who attain a College Degree

FROM: Career Management Officer 2E45 Hq.	EXTENSION 4142	NO. DATE 16 October 1973
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TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		

STATINTL

TO: (Officer designation, room number, and building)	RECEIVED	FORWARDED	OFFICER'S INITIALS
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Attached is my interpretation of the results of our meeting on 15 October 1973, as it pertained to the issue of recognition for attaining a college degree. There is no pride of authorship; so, please change or rewrite any or all of this.

Could I have your comments or rewrite by Tuesday, 23 October 1973? I would like to have a paper on this for the DD/M&S Career Board which is to meet on 27 October 1973.

Att STATINTL