

Masters of



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Abstract

- What: Impact of Advanced Degrees on Hiring and Promotions/ Willingness to get Master's in Public Administration
- Who: Police Departments, Fire Departments, City Administrators
- How: Census through Qualtrics
- Where: Utah County (22 Cities plus 2 University Police Departments)

Literature Review

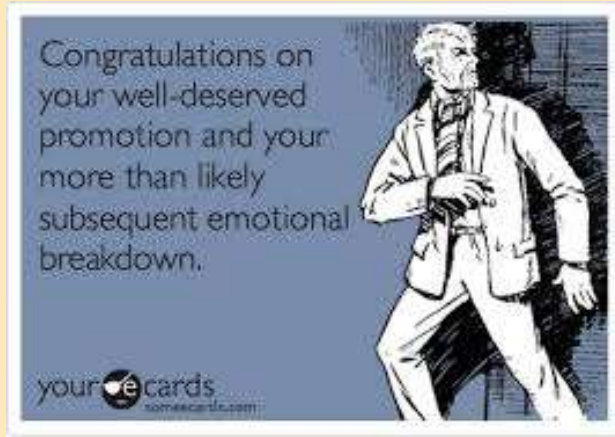
- College Education and Police Job Performance: A Ten Year Study
- Higher Education and Local Law Enforcement
- Minnesota Police Education Requirement: A Recent Analysis

College education and police job performance: A ten-year study

1. Metro PD

- a. Promotional
Correlation

- a. No Disciplinary
Correlation w/
Lower Education



Higher Education and Local Law Enforcement

- Law Enforcement Personnel around the country pay out of pocket for education.
- LEO's take more courses than the nation on average.
- Higher Education is not needed but gives a 50% advantage over those without an advanced degree.



Minnesota Police Education Requirement: A Recent Analysis

- Degree needed for promotion
- Bachelor's Degree should be a minimum requirements for promotions
- Higher the rank, higher education should be mandatory



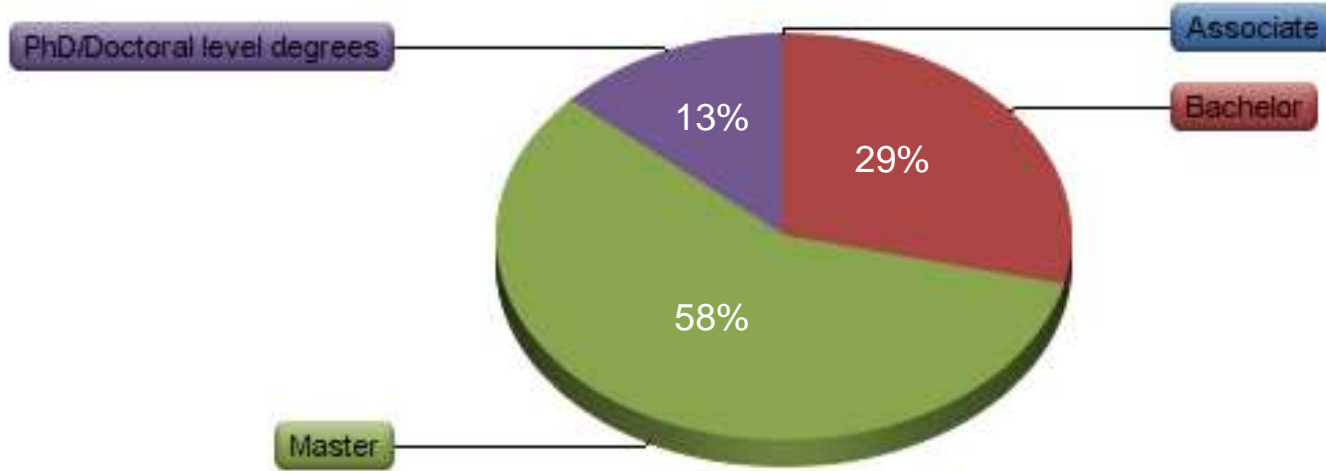
Methodology

- Population
- Survey-61 ?s, approx. 15 min, 5 min.-7 days response time, 63 Respondents
- Problems- email/cooperation/criminal enterprises/Qualtrics Issues
- Letters of Recommendation, IRB Forms

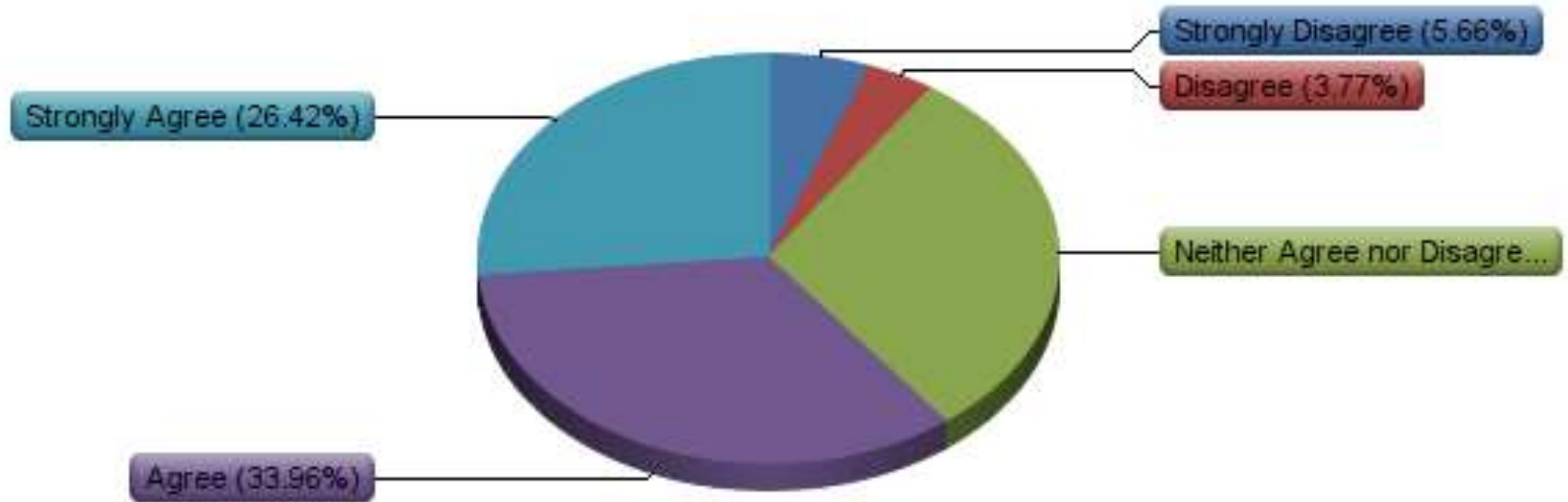
Data



What is your desired education level?



Getting a Master's Degree in Public Administration appeals to me



Are there any obstacles preventing you from obtaining a Master's Degree?

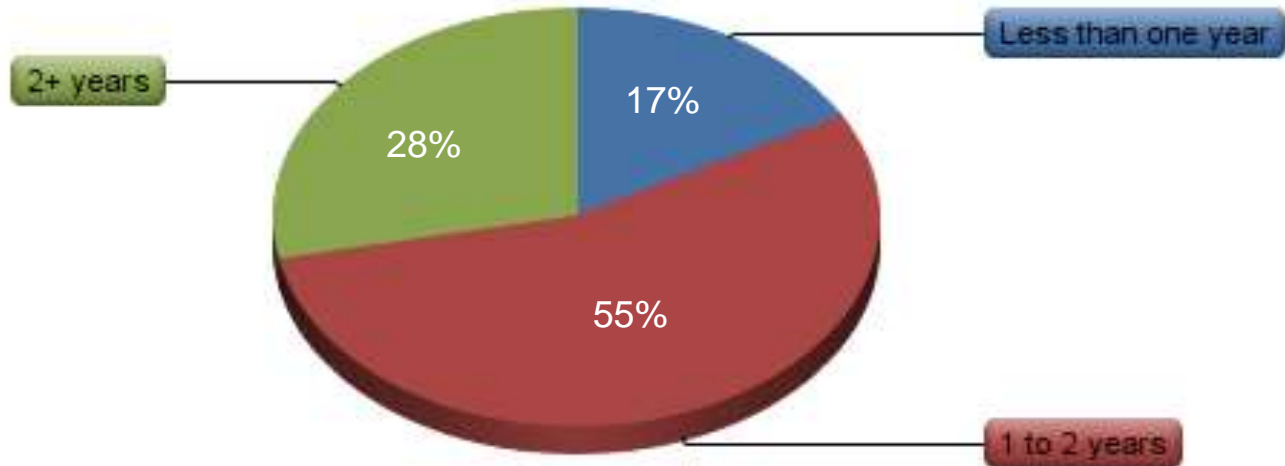
- 64% of respondents said Yes
- Most common obstacles are time and cost



What would motivate you to get a *Master's Degree*?

- “guaranteed wage increase”
- “Career Advancement”
- “Necessary for job advancement”
- “A program with a flexible schedule and reasonable cost”
- “The option from UVU”

How much time would you be willing to commit to achieving a *Master's Degree* in Public Administration?

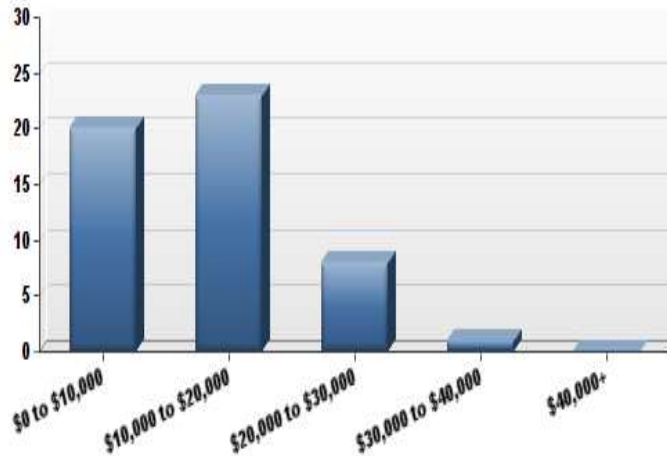


Money

How much would you be willing to pay to receive a Master's Degree?

Total Responses:

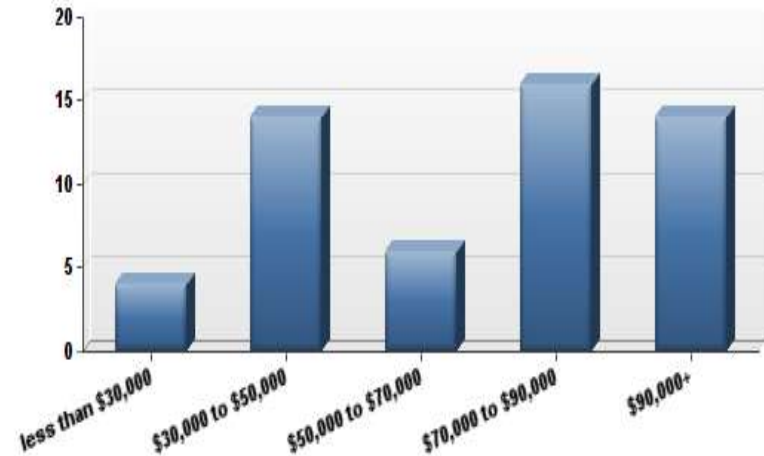
52



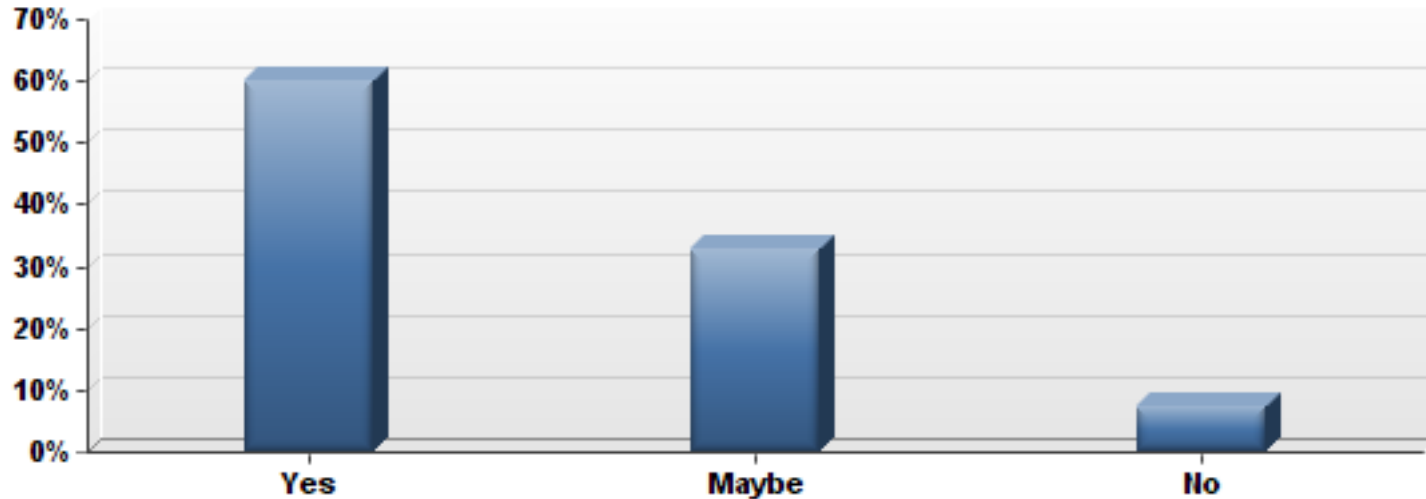
What is your current annual income level?

Total Responses

54



Do you feel that Utah Valley University could create an MPA program that is credible enough to compete with other major MPA programs in the state?

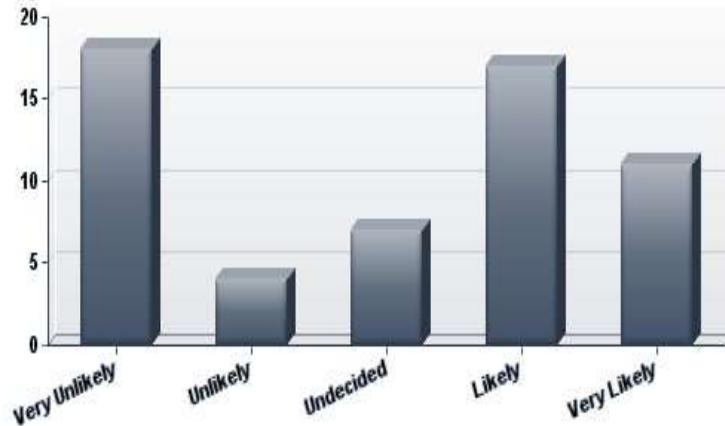


Online vs. Face-to-Face

If UVU created an MPA program, how likely would you be to complete on-line classes?

Total Responses

57



If UVU created an MPA program, how likely would you be to attend on-site classes?

Total Responses

57



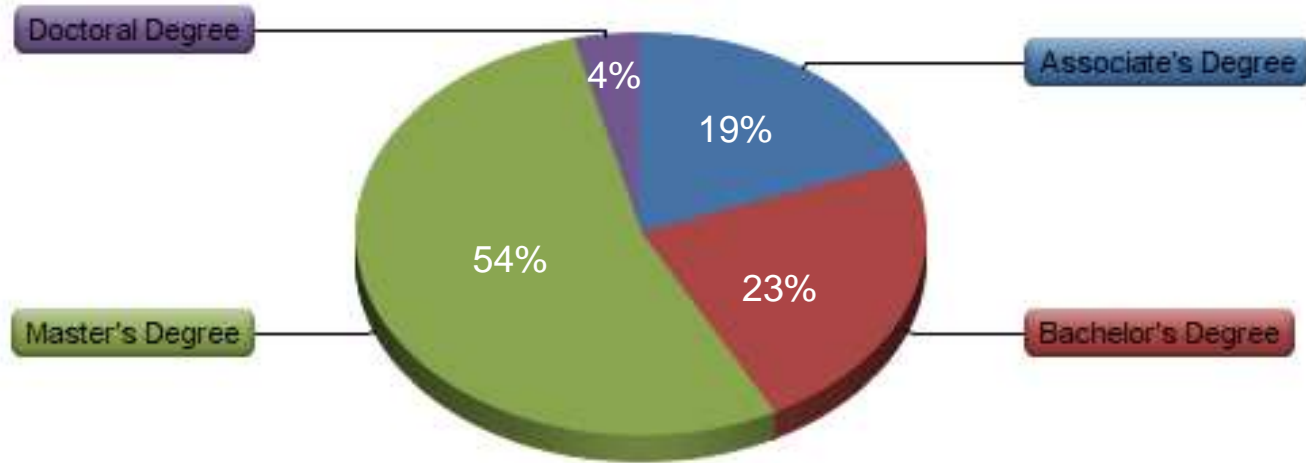
How do you believe that having a Master's level degree will affect you and your career?



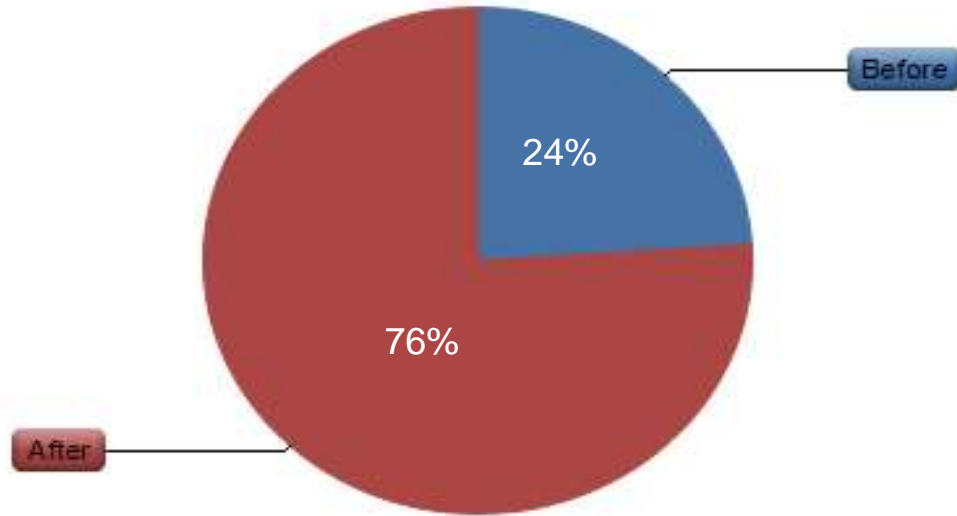
A horizontal bar chart with a table overlay. The chart displays five categories of responses, each with a blue bar representing the percentage of respondents. The table provides the exact count and percentage for each response.

#	Answer	Response	%
1	I will be a more competitive candidate for hire.	35	58%
2	I will be a more competitive candidate for promotion.	41	68%
3	I will receive a better salary.	31	52%
4	I will be better at my job.	22	37%
5	I do not believe that having a Master's level degree will affect me or my career.	9	15%

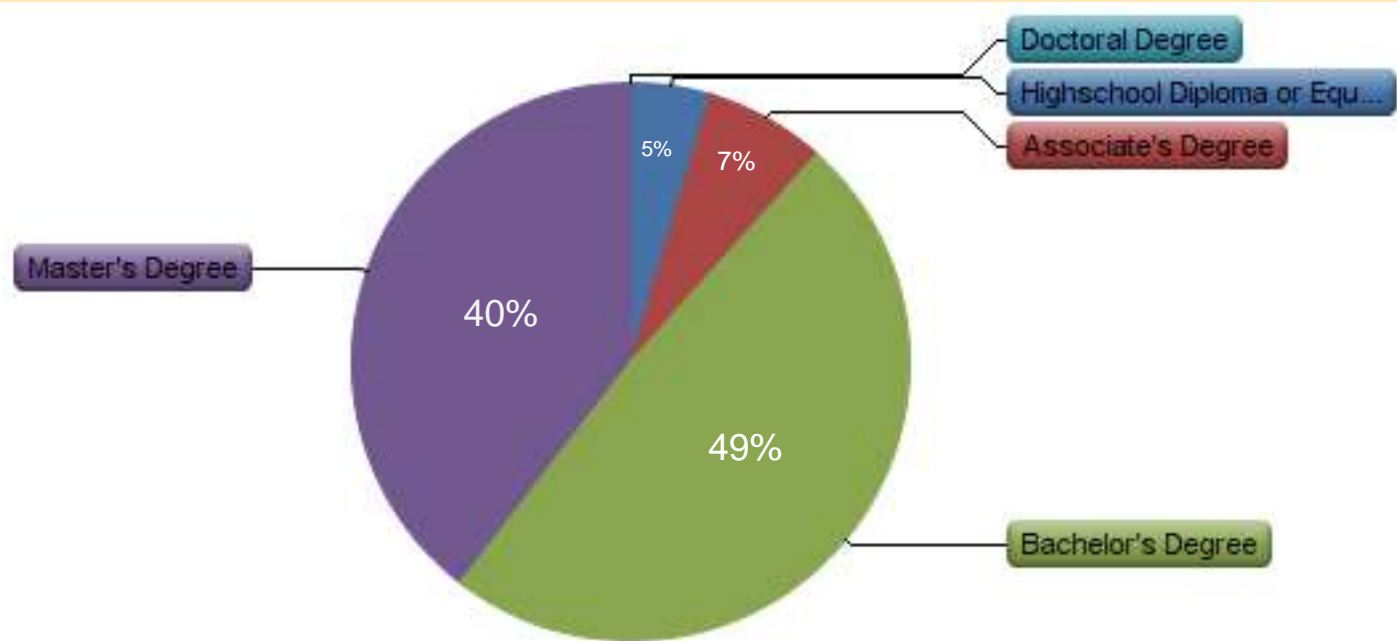
What type of Degree do those currently serving in supervisory positions have?



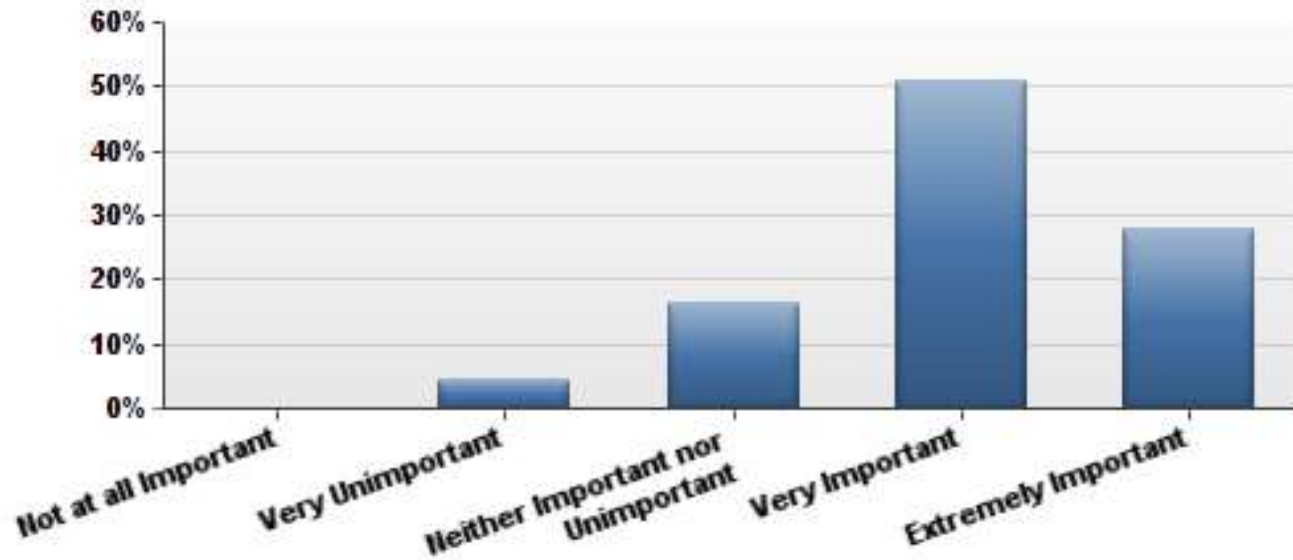
Were they promoted before or after receiving their degrees?



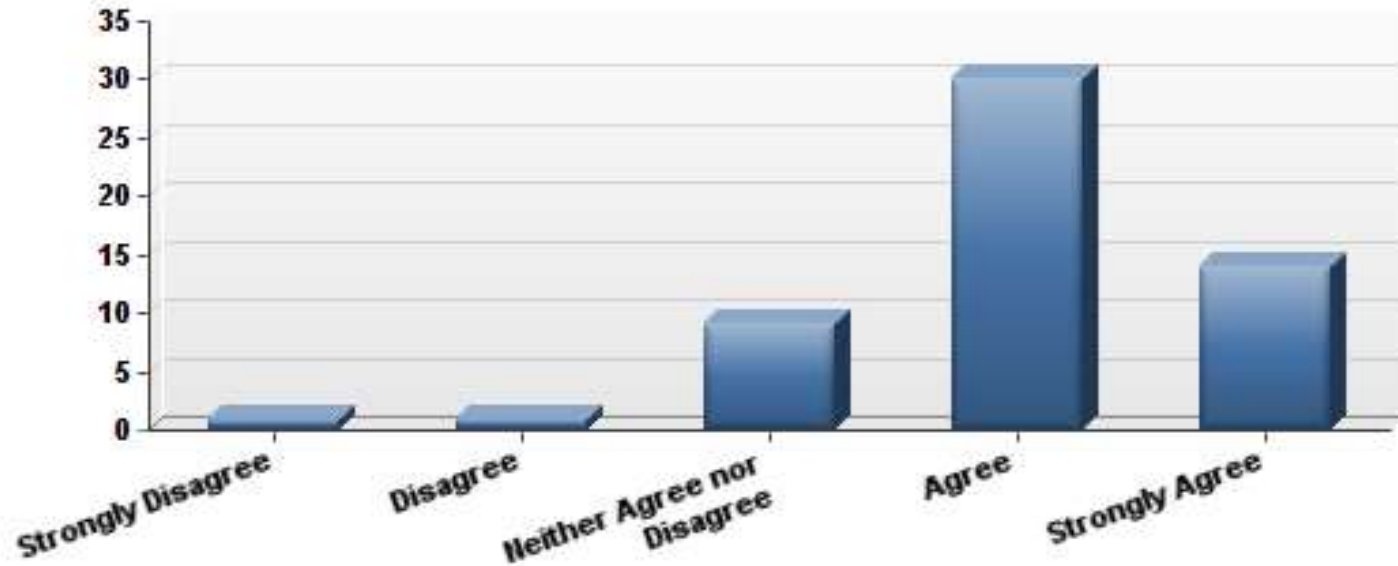
In your opinion, what kind of educational degrees make a candidate more competitive?



In your opinion, how valuable is it to have a more "well-educated" department?



How much do you feel that having an advanced degree affects hiring and promotion decisions made by your supervisors?



WISE GUYS

How would you describe your role in your department?

- Awesome
- A patrol officer that gets paid very little
- “Educated Department” = Very Unimportant
- Motivations for getting Master’s: “Boredom”, “If it was free”

Total Responses: 45

