



4.3.2bP

EQUIVALENCY OF FACULTY QUALIFICATIONS

BOARD REVIEWED: JUNE 11, 1990

REVISED: DECEMBER 2, 1995

REVISED: APRIL 10, 2001

REVISED: JUNE 14, 2005

REVIEWED: JANUARY 8, 2008

REVIEWED/NO CHANGE: JANUARY 10, 2012

CATEGORY 3 REVISION: MARCH 11, 2014

ED CODE: 87358, 87359, 87482.5, 87487

TITLE 5: 53203, 53430

Minimum Qualifications for Faculty and Administrators in California Community Colleges
Equivalence to the Minimum Qualifications

Academic Senate Equivalency Committee

The Academic Senate shall form an Equivalency Committee to review requests and make determinations for granting equivalency, in accordance with the following guidelines:

The Academic Senate president, or designee, will chair the Committee.

In addition to the Chair, five members of the Committee will be faculty appointed by the Academic Senate.

Whenever possible, the faculty representatives will include an adjunct faculty member, counseling faculty, CTE, and broad disciplinary representation.

One member of the Committee will be an educational administrator appointed by the Vice President of Academic Affairs / Assistant Superintendent.

A member of Human Resources may serve on the Committee as a nonvoting resource.

One alternate faculty member, preferably one who has previously served on the Equivalency Committee, will be assigned as needed.

Faculty Committee members will be appointed for three-year terms. Every effort will be made to stagger terms amongst committee members.

A quorum of four of the seven members must vote on all equivalency recommendations including those reviewed during the summer or on an emergency hire basis.

The Academic Senate Equivalency Committee shall:

Follow established criteria consistent with the current edition of the State Academic Senate for California Community Colleges' document "Equivalence to the Minimum Qualifications."

Ensure that the equivalency process meets all legal requirements.

Serve as a resource to Screening/Interviewing Committees regarding equivalency determinations as defined by Title 5 regulations.

Review equivalency requests submitted by Screening/Interviewing Committees.

Make determinations to grant or deny equivalency and forward the committee's decision to the Board of Trustees (or its designee), henceforth, referred to as the Board.

Provide accurate records of all equivalency determinations to Human Resources. Human Resources will share equivalency records with Academic Affairs.

Periodically review this Equivalency Procedure and recommend necessary changes to the Academic Senate and Board of Trustees.

Periodically review the equivalency application process and committee practice.

Provide educational outreach regarding equivalency to the District to clarify what constitutes equivalency and what is required as evidence.

Equivalency Request for Faculty Job Applicants

1. All faculty job announcements will state the required qualifications as specified by the Disciplines List in the "Minimum Qualifications for Faculty and Administrators in California Community Colleges" posted on the Academic Senate for California Community Colleges webpage. Announcements will specify that if an applicant does not possess the minimum qualifications, they must file an Equivalency Application with their employment application. It will be the responsibility of the applicant to supply all evidence and documentation for the claim of equivalency with his or her employment application.
2. The Screening/Interviewing Committee will first screen all qualified applicants including those claiming equivalency and forward a list of applicants selected for interview to Human Resources. Human Resources will then forward all equivalency requests to the Equivalency Committee.
3. If a department supports an equivalency request, the Department Chair or the Chair of the Interviewing Screening Committee (henceforth referred to as the Discipline Rep.) will submit the Equivalency Review Sheet along with a narrative to describe the justification for it. This would include documented evidence including transcripts, catalog descriptions of the degree and course content, or other evidence of proficiency.
4. Those claiming equivalency will have their equivalency requests reviewed by the Equivalency Committee prior to being invited for interview. Only claimants who are found to meet the test of equivalency, as approved by the Faculty Equivalency Committee, shall be invited for interview.

Equivalency Review Timeline

1. Once applicants have been selected for interview, the Chair of the Screening/Interviewing Committee shall send the Equivalency Recommendation Forms and all documentation concerning equivalency submitted by candidates selected for a potential interview to Human Resources who will then forward it to the Equivalency Committee within one working day (twenty-four hours) from time of receipt of all required supporting evidence.
2. Once the Equivalency Committee receives a complete application with all necessary supporting evidence, the committee will deliberate and render its decision to Human Resources within six working days. Human Resources will then forward it to the Board.
3. The Board will rely primarily on the Academic Senate Equivalency Committee's decision in equivalency cases. If the Board or its designee wishes to have the decision reconsidered, then the Board must present the rationale for reconsideration in writing within two working days to:

1) the Academic Senate President, 2) the Chair of the Equivalency Committee, and 3) Human Resources.

4. The Equivalency Committee Chair has one working day to respond in writing to the Board's rationale for questioning the Equivalency Committee's decision.
5. If the Board overrules the final decision of the Equivalency Committee then they will provide their decision in writing within two working days to: 1) the Academic Senate President, 2) the Chair of the Equivalency Committee, and 3) Human Resources.
6. Human Resources will then inform the Screening/Interviewing Committee of the final decision within one working day of receiving the Board of Trustees' final decision, so that the interview process can proceed.
7. All written communication between the Board, its designee, and the Equivalency Committee shall be recorded and maintained as an official record for subsequent review by the Board, its designee, the Academic Senate President, and the Equivalency Committee.

Criteria for Awarding Equivalency

The District may elect to award equivalency to faculty who do not possess the required minimum qualifications as specified in the Disciplines List of the "Minimum Qualifications for Faculty and Administrators in California Community Colleges." To be awarded equivalency, an applicant who does not possess the required minimum qualifications must provide detailed, objective, and conclusive evidence of preparation at least equivalent to the required degree. In addition to coursework, evidence for equivalency may be established based upon work experience or eminence. In all cases, general education requirements must be fulfilled.

A. Coursework

Applications for equivalency based upon coursework must include official transcripts from an accredited graduate program and catalog course descriptions as evidence of a breadth of knowledge at least equivalent to that required for the degree specified in the Disciplines List. If the candidate wishes to demonstrate that their coursework is appropriate to a degree, as defined in the minimum qualifications, from another accredited college, then they must also provide the catalog description from that other accredited college. The candidate is responsible for indicating the correlation between courses they would like the committee to consider equivalent.

B. Work Experience

Applications for equivalency based upon work experience must include objective, detailed and conclusive evidence of experience that demonstrates preparation and knowledge that is at least equivalent to that gained from academic programs and coursework leading to the required degree in the Disciplines List. The number of years of full-time work experience alone is insufficient evidence for equivalency. The candidate must specify applicable work experience that demonstrates equivalency to the minimum qualifications. Evidence may include job descriptions, project descriptions, and verification of work completed. Portfolios may provide supporting evidence of experience such as participation in musical groups, performances, manuscripts, art portfolios, etc. Detailed information from an objective source about the nature of this work product or experience must be provided. If the work is part-time, the candidate must outline how the total amount of time worked is equivalent to the number of years required as full-time.

C. Eminence

Applications for equivalency based upon eminence must include objective, detailed and conclusive evidence of a level of achievement and recognition in the specified discipline. Eminence shall mean that qualifications which, as evidenced by prominence and celebrity, are established by the specific industry and/or community at large and may be deemed equivalent to minimum qualifications. This may include letters of attestation or other evidence from appropriate local, state, national and/or international associations, educational institutions, trade unions, guilds or communities comprised of experts, who are themselves renowned in the specific field, and who can attest, in writing, to the prominence and celebrity of the applicant. This evidence must be verified by the Screening/Interviewing Committee. Such evidence must be generally acknowledged to be at least equivalent to the knowledge, abilities, and experience obtained in a degree program in the discipline.

Eminence alone is not sufficient to grant equivalency. An application for equivalency based on eminence must be accompanied by conclusive evidence that the applicant exemplifies qualities of a college-educated individual and brings to the District the knowledge and abilities expected at the college level. The applicant must provide documentation supporting their claim of equivalency based on eminence.

D. Currency

An individual applying for equivalency shall demonstrate currency in the discipline. Time regarding recency is acknowledged to be discipline specific and is approximate; the relevant length of time should be specified by the Discipline Rep. Currency can be demonstrated by one or more of the following ways:

1. Recent Publications – in pedagogy and/or in the discipline (e.g., within 10 years)
2. Recent Training/Professional Development – disciplinary (e.g., within 4 years); pedagogical (e.g., within 4 years)
3. Recent Coursework – (e.g., within 10 years)
4. Recent Research Project – disciplinary-specific; can produce literature review and research question (e.g., within 5 years)
5. Recent Experience; Hands-On Work (Career-Tech); Job Experience (e.g., within 5 years)
6. Recent Productions: Plays, musical group participation, films, etc. (e.g., within 5 years)

Emergency or Special Circumstance Procedure

In emergencies or special circumstances, candidates must meet minimum qualifications, or be approved for equivalency as stated above.

Disputed Equivalency

When there is insufficient evidence to support the applicant's claim of equivalency, the Equivalency Committee will request that the Discipline Rep. provide additional evidence supporting the applicant's claim of equivalency. This evidence will then be presented at the next regularly scheduled meeting of the Equivalency Committee. In circumstances where a case is pending, Human Resources will schedule a meeting with the Discipline Rep. If, after this meeting, there is still disagreement regarding equivalency between the Discipline Rep and the Equivalency Committee, then the decision of the Equivalency Committee shall prevail. Human Resources will be notified within two working days of the Committee's decision.

For Reference ONLY

AS White Paper

“Determination of equivalency to the minimum qualifications for hire shall be decided, by majority vote in the Equivalency Committee **and is final**. The Equivalency Committee will document their determination in writing and send it to Human Resources within 5 working days.” (Emphasis added; “Equivalence to the Minimum Qualifications,” 2016, p. 22.)

Title 5

5 CCR § 53203

§ 53203. Powers.

(a) The governing board of a community college district shall adopt policies for appropriate delegation of authority and responsibility to its college and/or district academic senate. Among other matters, said policies, at a minimum, shall provide that the governing board or its designees will **consult collegially with the academic senate** when adopting policies and procedures on academic and professional matters. This requirement to consult collegially shall not limit other rights and responsibilities of the academic senate which are specifically provided in statute or other Board of Governors regulations.

5 CCR § 53430

§ 53430. Equivalencies.

(a) No one may be hired to serve as a community college faculty or educational administrator unless the **governing board** determines that he or she possesses qualifications that are at least equivalent to the minimum qualifications specified in this Article or elsewhere in this Division. The criteria used by the governing board in making the determination shall be reflected in the governing board's action employing the individual.

(b) **The process**, as well as criteria and standards by which the governing board reaches its determinations regarding faculty, shall be **developed and agreed upon jointly by representatives of the governing board and the academic senate, and approved by the governing board**. The agreed upon process shall include reasonable procedures to ensure that the governing board relies **primarily upon the advice and judgment of the academic senate** to determine that each individual faculty employed under the authority granted by this Section possesses qualifications that are at least equivalent to the applicable minimum qualifications specified in this Division.

(c) The process shall further require that the academic senate be provided with an opportunity to present its views to the governing board before the governing board makes a determination; and that the written record of the decision, including the views of the academic senate, shall be available for review pursuant to Education Code Section 87358.