

Faculty Equivalency Committee

2025-2026

Vince Hamilton

May 6, 2026

Who We Are: FEC Roster

Chairs

- Academic Senate President or designee

Brad Davis - Administrator

Cathy Prince - Administrator

Kate Jolley - Ex-Officio

Zoe Anderson - Faculty

Inge Stockburger - Faculty

Committee Members

- 2 Administrators (2 Academic Affairs)
- 10 Contract Faculty (appointed by Academic Senate, preferred Academic Senate President or designee, an academic counselor, CTE faculty)
- 2 Associate Faculty (appointed by the Academic Senate)
- 1 Ex-officio

Elizabeth Wade - Faculty

Grey Gardner - Faculty

Alexis Rondez Hanson - Faculty

Lynn Erikson Rhode - Faculty

Peter Arnold - Faculty

Permanent Members by Position

- Ex-officio from Human Resources

Vincent Hamilton - Faculty (Chair)

Rima Dasgupta - Faculty

Leonardo Hsu - Faculty

Debbie Ezersky - Faculty

Deyanira Morales - Faculty

What We Do: FEC Charge

- ▶ The Faculty Equivalency Committee, in accordance with the Education Code Section 87359, participates in the equivalency process which includes reasonable procedures to ensure that the governing board relies primarily upon the advice and judgment of the Senate to determine that each individual employed under the authority granted by regulations possesses qualifications that are at least equivalent to applicable minimum qualifications."
- ▶ The committee shall:
 1. Be available to interviewing and screening committees as a resource regarding equivalency determinations;
 2. Review the decisions of the interviewing and screening committees as described above.
 3. Recommend all equivalency determinations within this process.
 4. Clarify the criteria to be used for determining equivalency.
 5. Provide careful records of all equivalency determinations

2025-2026 Case Review

- ▶ Be available to the interviewing and screening committees as a resource (#1) and to review their requests and decisions (#2).
- ▶ We are fulfilling our charge to process equivalency requests and make recommendations to the president/board on equivalency cases.
- ▶ 2025-2026
 - ▶ 22 Cases Reviewed (#3)
 - ▶ 20 Approved for Recommendation to Board of Trustees
 - ▶ Special appreciation to HR Technician Jamie Cook for ongoing logistical support.

Continuing Goals

- ▶ Clarifying Criteria for Determining Equivalency (#4)
 - ▶ We are working on how to better educate candidates and screening and interview committees on the equivalency process and requirements so that they can provide the necessary information to give their candidates the best chance of a positive determination of equivalency.
 - ▶ [CTE Faculty MQs Toolkit](#)
 - ▶ [CTE Toolkit Worksheet](#)
- ▶ Provide Careful Records of All Equivalency Determinations (#5)
 - ▶ We are working continuing to refine the process by which we work with HR on the equivalency process.
- ▶ Professional Development Day Fall 2026
 - ▶ We have proposed a workshop to be held at the fall 2026 professional development day to help with sharing this information.