

MiraCosta Community College District (district) provides an opportunity for individuals applying for academic positions to provide evidence of their qualifications as stated in the Minimum Qualifications for Faculty and Administrators in California Community Colleges or through an equivalency process.

An Academic Senate Equivalency Committee shall be established to fulfill the requirement of Education Code section 87359, which states that the equivalency 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 employed under the authority granted by the regulations possesses qualifications that are at least equivalent to the applicable minimum qualifications..." Review of minimum qualifications for applicants including equivalencies will be done in accordance with established procedure. The procedure will ensure a fair and objective process for determining if an applicant has the equivalent qualifications and is not intended to grant waivers for lack of the required qualifications.

I. QUALIFICATIONS FOR EMPLOYMENT

Minimum Qualifications : Minimum qualifications are established by the Legislature and the

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Equivalency: Equivalency, as defined in California Education Code section 87359, California Code of Regulations, Title 5, section 53430, and by the Academic Senate of the California Community Colleges, was established to credit those whose preparation

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Periodic Review:	--
References:	Education Code §§ 87001, 87003, 87359, 87743.2 Title 5 §§ 53022, 53400 et seq. ACCJC Standard III.A.2-4
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is at least equal to the state-adopted minimum qualifications as defined in Minimum Qualifications for Faculty and Administrators in California Community Colleges. Equivalency for disciplines in which a master's degree is required means equal to a master's degree. In disciplines for which a master's degree is not generally available nor expected as determined by the Minimum Qualifications for Faculty and Administrators in California Community Colleges, equivalency means equal to either a required lower-level degree, or a combination of degree and experience. The authority to grant equivalency resides with the board of trustees or designee. The board relies primarily on the expertise of the faculty in the discipline utilizing the board's procedures developed and agreed upon jointly by the Academic Senate and approved by the board. It does not give the district the authority to waive or lower standards and accept less-qualified individuals.

Minimum qualifications shall be determined for disciplines, not for courses or subject areas within disciplines. In compliance with the California Community Colleges State Chancellor's Office regulations, "[A] district is not authorized to establish a single-course equivalency as a substitute for meeting minimum qualifications in a discipline." The district board of trustees or designee will not approve single-course equivalencies.

II. PROCEDURE FOR THE DETERMINATION OF COMPARABLE DEGREE MAJOR TITLES WITHIN DISCIPLINES

This procedure is to establish and approve a list of degree major titles acceptable at MiraCosta College that are comparable to the degree major titles listed in the Minimum Qualifications for Faculty and Administrators in California Community Colleges.

- A. A department compiles a list of comparable degree major titles and reviews with faculty for inp5n3767a

Minimum Qualifications for Faculty and Administrators in California Community Colleges Handbook, but is a minor variation, the department chair (or representative) and the Equivalency Committee may confirm equivalency after reviewing the applicant's transcripts. Both the department chair (or representative) and the Equivalency Committee must agree that the specific degree title is deemed equivalent. Otherwise, the applicant must provide additional documentation as outlined in the Instructions for Faculty Equivalency Requests.

The department chair (or representative) and the Equivalency Committee may recommend to Academic Senate that these degree titles be added to the district list of comparable degree major titles as described in section II.

*Possible degree title variation examples:

- x Art history vs. history of art
- x Religious studies vs. religion
- x Earth sciences vs. earth science
- x Women's studies vs. gender and women's studies

- C. The department chair reviews the equivalency request. If the department chair wishes to support the request, they must notify the Equivalency Committee chair and send a letter of support to the Equivalency Committee chair to be attached to the applicant's equivalency request.
- D. The Equivalency Committee members individually review the applicant's equivalency request and supporting documentation.
- E. The Equivalency Committee meets to discuss each equivalency request, and makes a recommendation to the Academic Senate to approve or deny the equivalency request.
- F. Academic Senate reviews the applicant's equivalency request, supporting documentation, and Equivalency Committee recommendation. The Academic Senate votes to approve or deny the equivalency request. During the summer intersession, an Academic Senate taskforce consisting of the Academic Senate officers and one associate faculty Academic Senate member, on behalf of the Academic Senate, will review the applicant's equivalency request, supporting documentation, Equivalency Committee recommendation, and either approve or deny the equivalency request.
- G. If the Academic Senate recommends the equivalency request, the request is sent to the board of trustees via the superintendent/president for approval.
- H. Human Resources notifies the equivalency applicant, department chair, and dean of the outcome of the equivalency process.

IV.

A4 below to determine if A4 is a simpler option for you.] Candidate holds a related master's degree that is not specifically listed for that discipline under minimum qualifications in the Minimum Qualifications for Faculty and Administrators in California Community Colleges; however, it is a comparable degree with a different title from the candidate's granting institution. (The recommending department may petition the Board of Governors for a permanent addition of the degree to the list of minimum qualifications.

Board of Governors for a permanent addition of the degree to the list of minimum qualifications.)

2. Candidate does not hold the required bachelor's degree. The education may be substituted for as follows: 120 semester units minimum of coursework, including substantial general education coursework. At least 60 units of the coursework must be upper division. Candidate must have earned a minimum of 18 semester units of upper-division coursework in the discipline in which equivalency is requested.
3. Candidate must have at least ten years of related full-time or full-time equivalent professional experience when not using any education to qualify for a discipline in which the minimum qualifications are a bachelor's degree. Moreover, evidence must be provided that the candidate possesses the ability to clearly articulate the subject matter in a postsecondary educational context.
4. Candidate may qualify by eminence. Eminence and experience are not synonymous, although a candidate with eminence will clearly have significant experience in the field. Eminence does not necessarily include education. Determination of eminence should be based upon a conviction that the candidate, if considered by recognized authorities in the field, would have an eminent reputation and would be judged superior. Moreover, evidence must be provided that the candidate possesses the ability to clearly articulate the subject matter in a collegiate context.

and six years of professional/occupational* experience

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C. Criteria for Equivalency: disciplines in which a master's degree is not generally expected or available, and the minimum qualifications are any bachelor's degree and two years of professional/occupational* experience or any associate degree

experience" includes teaching experience. "Occupational experience" does not include teaching experience. (Title 5, Article 1, section 53404 - Definition of Experience)

must be provided that the candidate possesses the ability to clearly articulate the subject matter in a postsecondary educational context.

4. Candidate may qualify by eminence. Eminence and experience are not synonymous, although a candidate with eminence will clearly have significant experience in the field. Eminence does not necessarily include education