





# The Board of Governors of the California Community Colleges

PRESENTED TO THE BOARD OF GOVERNORS

DATE November 12-13, 2013

SUBJECT: Minimum Qualifications for Faculty and Administrators (Disciplines List) Additions and Revision		Item Number: 1.6	
		Attachment: Yes	
CATEGORY:	Academic Affairs	TYPE OF BOARD CONSIDERATION:	
Recommended By:	 Barry Russell, Vice Chancellor	Consent/Routine	X
		First Reading	
Approved for Consideration:	 Brice W. Harris, Chancellor	Action	
		Information	

**ISSUE:** This item presents the additions and revisions to the minimum qualifications of the Disciplines List which are the results of a two-year introduction, review, and voting process by the statewide Academic Senate.

**BACKGROUND:** The California Community Colleges replaced its former credentialing system with a system of minimum qualifications in 1990. The document listing the minimum qualifications (Minimum Qualifications for Faculty and Administrators in California Community Colleges) is commonly called the Disciplines List. Discipline faculty recommends changes or additions to the list, and the Academic Senate facilitates hearings and voting on the changes. The Academic Senate consults with the Chancellor’s Office on the changes and additions, and a recommendation is forwarded to the Board of Governors.

This item was presented at the September 2013 Board of Governors meeting as a first reading and no revisions were requested.

**RECOMMENDED ACTION:** It is recommended that the Board of Governors approve the additions and revisions to the minimum qualifications of the Disciplines List.

**ANALYSIS:** The Academic Senate undertook a review process during 2011-13 to determine what changes, if any, were needed to bring the Disciplines Lists up to date. Local academic senates, colleges and districts, students, other interested parties, and Chancellor's Office staff were solicited for recommendations to change the Disciplines Lists. A total of nine proposed changes were received and considered by the Academic Senate's Executive Committee. The committee held hearings during its bi-annual plenary sessions to give proponents of the suggested changes an opportunity to defend their proposals and for opposition to be heard. Subsequent to the hearings, the executive committee's recommendations were presented to the full Academic Senate for consideration. Five resolutions relating to the disciplines lists were approved, two proposals were withdrawn, and four proposals failed. The failed resolutions are included in Attachment A.

For instructors of credit courses, the minimum qualifications are as follows:

- Possession of a master's degree in the discipline or a bachelor's degree in the discipline and a master's degree in a reasonably related discipline.
- For faculty assigned to teach courses in disciplines where the master's degree is not generally expected or available, but where a related bachelor's or associate degree is generally expected or available, possession of either (a) a bachelor's degree in the discipline directly related to the faculty member's teaching assignment or equivalent foreign degree plus two years of professional experience directly related to the faculty member's assignment, or (b) an associate degree in the discipline directly related to the faculty member's teaching assignment or equivalent foreign degree plus six years of professional experience directly related to the faculty member's assignment.
- For disciplines in which a master's is not generally expected or available, possession of any bachelor's degree and two years of professional experience, or any associate degree and six years of professional experience. The professional experience required must be directly related to the faculty members teaching discipline.

To define which degrees are "reasonably related," and to place disciplines into master's degree and non-master's degree categories, the Board of Governors is required by Education Code section 87357 to adopt lists of disciplines, relying primarily upon the advice and judgment of the Academic Senate. The board adopted the original Disciplines List in July 1989, and adopted amendments in 1990, 1991, 1993, 1996, 1999, 2002, 2005, 2007, 2009, and 2011.

#### Proposed revisions to the Disciplines List:

The Academic Senate delegates adopted the proposed revisions to the Disciplines Lists in April 2013. A complete timeline of the review process is provided in attachment B.

#### **Health**

Master's in health science, health education, biology, nursing, physical education, kinesiology, exercise science, dietetics, or nutrition or public health or bachelor's in any of the above and master's in public health, or any biological science or the equivalent.

### **Pharmacy Technician**

Any bachelor's degree and two years of professional experience, or any associate degree and six years of professional experience, or any associate degree, and an accredited Pharmacy Technician Certification and four years of professional experience.

Proposed new additions to the Disciplines List

### **Chicano Studies**

Master's degree in Chicano Studies or Ethnic Studies or the equivalent.

### **Kinesiology**

Master's degree in kinesiology, physical education, exercise science, education with an emphasis in physical education, kinesiology, physiology of exercise or adaptive physical education or bachelor's degree in any of the above and master's degree in any life science, dance, physiology, health education, recreation administration, or physical therapy or the equivalent.

### **Peace Studies**

Master's in Peace Studies, Peace and Conflict Studies, Peace and Justice Studies, or the equivalent.

### Clarifying language for the introductory sections of both non-master's lists

The Academic Senate has identified two areas within the non-master's lists that need clarifying language inserted into the introductory sections. First, the non-master's Disciplines List states that "professional experience" must be related to the faculty member's teaching discipline. If a faculty member has a master's degree in a discipline listed on the non-master's lists, he or she must still have the required professional experience.

Some have misinterpreted the language of the two non-master's lists to permit a master's degree to take the place of professional experience. For example, architecture is included on the list. If a master's degree by itself would satisfy this minimum qualification, then architecture would be on the master's list. Second, the category added in 2009 to the non-master's lists allowed for specific bachelor's or associate's degrees to be required. However, the number of non-master's qualifications requiring certification or licensure is increasing. Instead of adding yet another category, language could be inserted into the new category, which allows for other specifications in addition to the bachelor's or associate's degree.

### **Disciplines in which a master's degree is not generally expected or available but which requires a specific bachelor's or associate degree:**

This section of the handbook contains a list of the disciplines in which a master's degree is not generally available but which requires a specific bachelor's or associate degree. The minimum qualifications for disciplines on this list are specifically named bachelor's degree(s) and two years of professional experience, bachelor's degree and other specifications as noted, or specifically named associate degree(s) and six years of professional experience. The professional experience required must be directly related to the faculty member's teaching assignment. The same professional experience for a bachelor's degree is required when the applicant possesses a master's degree.

This is a new category created in May 2009.

**Disciplines in which a master's degree is not generally available**

This section of the handbook contains a list of the disciplines in which a master's degree is not generally available. The minimum qualifications for disciplines on this list are any bachelor's degree and two years of professional experience, or any associate degree and six years of professional experience. The same professional experience for a bachelor's degree is required when the applicant possesses a master's degree. The professional experience required must be directly related to the faculty member's teaching assignment. The list of "areas also included in the discipline" is not exhaustive. Only those areas are included for which it might not be clear otherwise whether they were intended to be included.

*Staff*

LeBaron Woodyard, Dean, Academic Affairs Division

## **Attachment A**

### **Failed Proposals to Change the Disciplines List**

Proposed new additions to the Disciplines List:

#### **Digital Media**

Add Digital Media to the non-master's list.

A bachelor's degree in Computer Graphics, Digital Media, Multimedia, Animation, Fine Arts with an emphasis in digital media, or related field from an accredited college or university, and two years of non-teaching experience in a related discipline, or the equivalent.

#### **Teacher Education**

Add Teacher Education to the master's list.

Master's in education, teaching, special education, curriculum and instruction, or in a recognized K-12 subject matter, and hold or have held a state approved K-12 teaching credential, or the equivalent.

## **Attachment B**

### **Disciplines List Two-Year Review Timeline**

#### **Spring of even year**

Hearing on new proposals at Plenary Session; implementation of prior cycle approvals begins

#### **Fall of even year**

Final hearing on new proposals occurs at Plenary Session

#### **Spring of odd year**

Vote on final proposals takes place at Plenary Session

#### **Fall of odd year**

Board of Governors considers the recommended additions or modifications