

Rio Hondo College

Minimum Qualifications and Equivalencies

Homeland Security (Inclusive of Emergency Management & Disaster Management)

Any of the following shall serve as minimum qualifications for the Faculty Service Area in the discipline above:

1. Master's degree in Homeland Security, Emergency Management, Emergency Preparedness, Crises/Disaster Management, or Cybersecurity.
2. Master's degree in Criminal Justice, Public Administration, Business Administration, Public Health or related degree with an identified emphasis in official transcript of homeland security, emergency management, crises/disaster management, or cybersecurity.
3. Any bachelor's degree and two years of professional experience in a field directly related to homeland security, emergency management, crises/disaster management or force protection/antiterrorism, **OR** any associate degree and six years of professional experience in a field directly related to homeland security, emergency management, disaster management or force protection/antiterrorism (experience in law enforcement, fire services or other first responders alone, does not meet minimum proficiency qualifications).
4. Faculty without a specific degree as detailed in paragraphs (1) and (2) above, must also demonstrate the following to be considered for an equivalency:
 - a. A combination of successfully completed coursework, totaling at least twelve (12) units at the graduate level in the area in which the equivalency is requested, plus evidence of at least three (3) years' experience in a related career area as described in paragraphs (1) and (2) above, **OR**
 - b. Demonstrate a record of successfully teaching a course in homeland security, emergency management or disaster management, **OR**
 - c. Demonstrate a combination of successfully teaching a course in homeland security, emergency management or disaster management, **OR**
 - d. Demonstrate professional academic proficiency through the completion of coursework presented by the Federal Emergency Management Agency (FEMA)*, FEMA Community Emergency Response Team (CERT), a State Emergency Management Training Program**, or Executive Training Program in a related field***

* Pertains to training and educational programs certified by FEMA, with a minimum completion of FEMA Independent Study (IS) courses in series, IS-100, IS-200, IS-700, IS-800.

** Pertains to training and educational programs certified by the California Office of Emergency Services (CalOES), or similar state training organization.

*** Pertains to training and educational programs certified by US Federal OPM'S Executive Core Qualifications, or other industry-recognized certifications; such as the Harvard Kennedy School's programs in Leadership in Crises, Cyber Security; Pepperdine University's Cyber Risk Certificate, or other homeland security related qualifications.

Faculty who meet minimum qualifications or an equivalency in the above discipline in can teach in the following disciplines: Homeland Security

Approved by:

_____ Name	_____ Signature	_____ Date
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