

The Who, What, Where, and When of Equivalency

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What are Minimum Quals?

- Minimum qualifications for each discipline are established through the statewide academic senate.
- They are determined for each discipline through a rigorous process.
- MQs are established at the state level, but may be increased locally



Where can you find them?



The Disciplines List



Minimum Qualifications for Faculty and Administrators in California Community Colleges

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*"Empowering Community Colleges through
Leadership, Advocacy, and Support"*



Disciplines List



Sample MQ in Discipline List

Master's degree in business, business management, business administration, accountancy, finance, marketing, or business education OR bachelor's degree in any of the above AND master's degree in economics, personnel management, public administration, or Juris Doctorate (J.D.) or Legum Baccalaureus (LL.B.) degree OR bachelor's degree in economics with a business emphasis AND master's degree in personnel management, public administration, or J.D. or LL.B. degree **OR the equivalent.**

Who Determines Equivalency?

“The process, as well as criteria and standards...shall be developed and agreed upon jointly by ...the [local] governing board and the [local] academic senate.” (Title 5, § 53430)



Criteria for Equivalency

- Procedures established by agreement between local senates and boards of trustees for each district
 - In multi college districts, the criteria for equivalency must be the same at all colleges in the district.
- Discipline faculty determine criteria
- Burden of proof belongs to the applicant

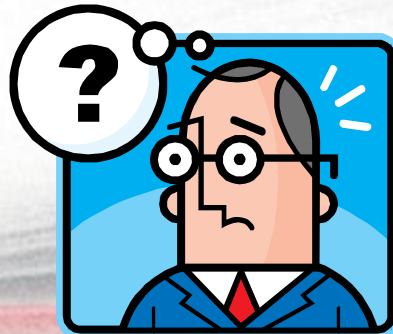


What are the minimum standards for equivalency?

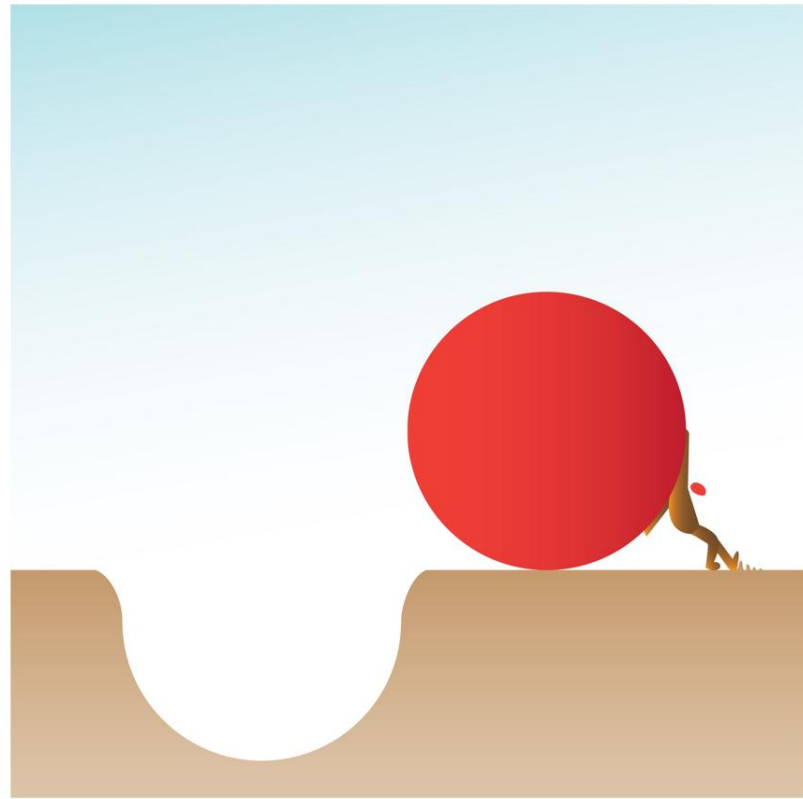
- A district may hire a person who “possesses qualifications that are at least equivalent to the [state] minimum qualifications.” They cannot be less rigorous than the state-established MQs.
- A district may establish additional qualifications which are more rigorous than the state-established MQs.
- Equivalency may also be granted on the basis of eminence in the field.

Single Course Equivalency?

- Ed Code and Title 5 refer to qualifications in terms of Disciplines not courses or subject areas within a Discipline (Ed Code §87357; Title 5 §53410 and §53430)
- Legal Opinion L 03-28, Chancellor's Office Legal Division
 - Faculty are hired to teach a discipline, not a course

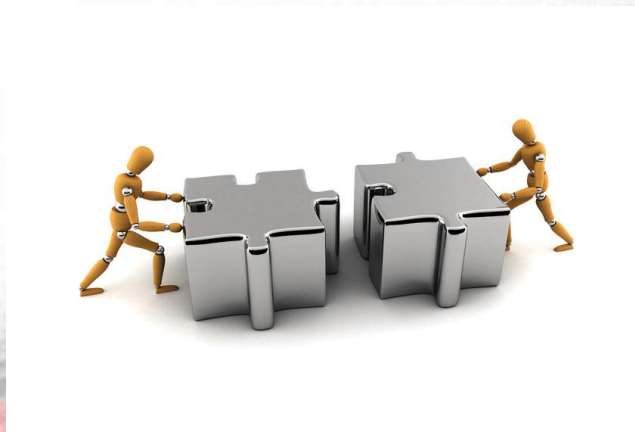


When is an equivalency determination necessary?

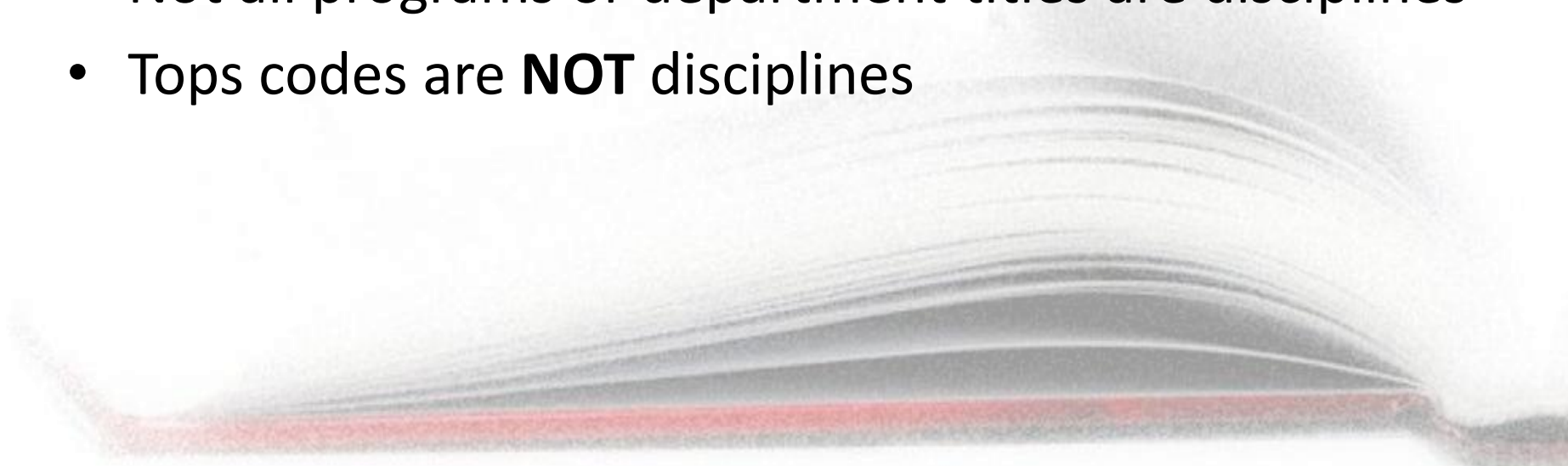


Assigning Courses to Disciplines

- Local senates maintain responsibility for placing courses in disciplines [T5 §53200(c)(1)]
- All credit & non-credit courses **must** be placed within a discipline or disciplines
- Not required for community service courses



Possible Considerations

- Assignment based on course content, not personnel issues, enrollment or FTE
 - Placement should be based on knowledge required to teach the course
 - Discipline faculty need to be involved
 - Not all programs or department titles are disciplines
 - Tops codes are **NOT** disciplines
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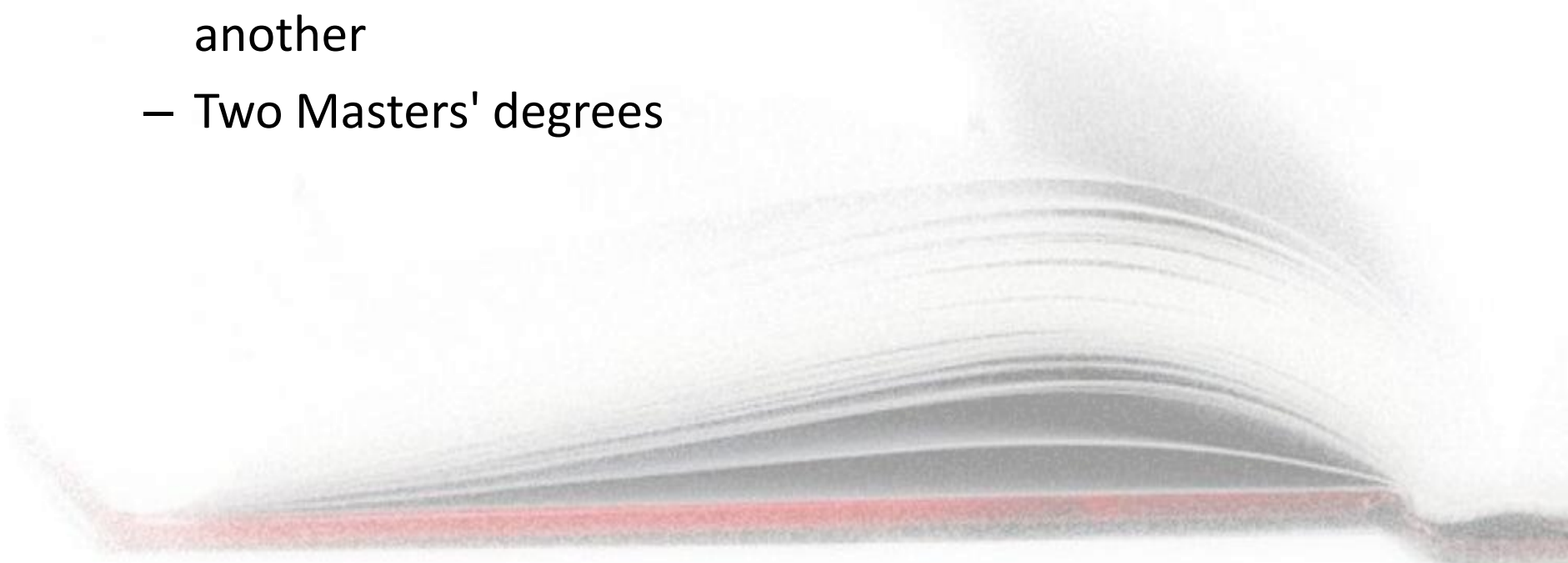
Where might you place this course?

Human Development

- Health ?
- Counseling?
- Kinesiology?
- Biology?
- Child Development?
 - Sociology?
 - Psychology?

Multiple Disciplines

- Placing a course into more than one discipline (OR)
- Cross listing courses (called cross coding) (AND)
- Using “interdisciplinary studies” (AND)
 - A Master’s in one and upper division or grad units in another
 - Two Masters' degrees



Is it equivalent?

Group activity



Three Case Studies

Although inspired by real events, these three case studies are fictional

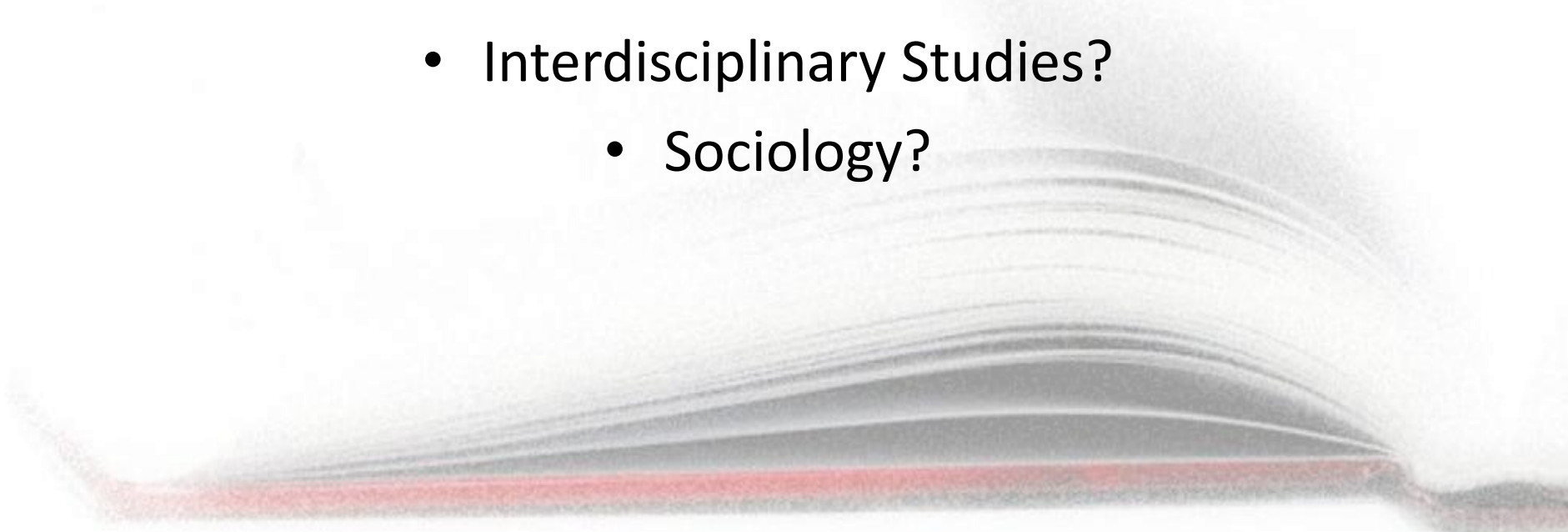




Where might you place this course?

Religion and Society Through The Ages

- Anthropology?
 - History?
- Ethnic Studies?
- Interdisciplinary Studies?
 - Sociology?



Where might you place this course?

Education

- Reading?
- Education?
- Early Childhood Education?
- Interdisciplinary Studies?



Where might you place this course?

Ethics

- Philosophy?
 - History?
- Ethnic Studies?
 - Business?
 - Education?
 - Sociology?

