

The background features abstract, overlapping green geometric shapes in various shades, creating a modern and dynamic feel. The shapes are primarily triangles and polygons, some solid and some semi-transparent, arranged in a way that suggests movement and depth. The colors range from light lime green to dark forest green.

Equivalency

More Than You Ever Wanted to Know

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former Faculty Senate President and Equivalency Committee Chair

Minimum Qualifications:

required for all faculty hired in CA community colleges

Master's Degree generally expected

- ▶ Example: Chemistry

Master's in chemistry

OR

Bachelor's in chemistry or
biochemistry **AND** Master's in
biochemistry, chemical engineering,
chemical physics, physics, molecular
biology or geochemistry

OR

the equivalent.

Master's Degree NOT generally expected

- ▶ Example: Administration of Justice

Any bachelor's degree or higher and two
years of professional experience*

OR

any associate degree and six years of
professional experience*

OR

the equivalent.

* Note: The professional experience
required must be directly related to the
faculty member's teaching assignment.

How is “Equivalent” defined?

The law is pretty vague, but is generally understood to mean:

The applicant has other education/training and/or work experience that gives them the same knowledge/skills expected from the specified MQ (minimum qualification).

There should be equivalence in both depth and breadth:

Depth of knowledge = discipline-specific

Breadth of knowledge = general education

Equivalency is NOT about, nor does it condone, lowering standards.

“Rely Primarily”!!!

Statewide

Disciplines List (showing the MQs for each discipline)

- published by the Chancellor’s Office, but updates are considered and determined annually via the ASCCC (Academic Senate of California Community Colleges)

Locally

Individual department MQs

- faculty can make local MQs more restrictive (upon local Senate approval)

Equivalency process

- needs local Senate approval

Verification/determination of applicant MQs

- faculty responsibility
- typical process includes discipline faculty and Equivalency Committee

So, why are we talking about this now?

- ▶ Clarity of process has declined over the years
 - “Wait, we have an Equivalency Committee?”
- ▶ AP 7211 Faculty Service Areas, Minimum Qualifications and Equivalencies
 - “That’s strange, there’s no link for that AP.”
- ▶ Diversity, Equity, and Inclusion
 - The equivalency mindset is one of inclusion, instead of exclusion.
 - A timely opportunity!

Equivalency process challenges

- ▶ Screening first for MQs and equivalency creates a level playing field for the qualified applicants, but it's time consuming for us.
- ▶ How do we create clear and consistent criteria while still allowing for the careful consideration of each applicant's individual path (all while remembering we're maintaining standards, not lowering them)?
- ▶ Whatever process is established needs to be learned and maintained.

Equivalency process - general proposal

- ▶ Re-establish Equivalency Committee: a Faculty Senate subcommittee with at least 4 FT faculty (from diverse disciplines, appointed by Senate) and the VPAA or designee
- ▶ Minimum Qualifications possibilities:
 - “Direct” MQs - degree title (and experience, if applicable) as listed
 - “Indirect” MQs - different degree title, but equivalent content
 - requires approval of at least two FT discipline faculty only
 - Equivalency portfolio - equivalent education and/or work experience
 - requires evaluation by at least two FT discipline faculty and decision approval by Equivalency Committee
- ▶ “Discipline” faculty is defined to include related areas, when appropriate. The Equivalency Committee should be available, as needed, to assist discipline faculty in understanding the process and making decisions.

Equivalency process - general proposal (continued)

- ▶ For FT faculty searches:
 - Time will be built into the search schedule for determination of MQs and equivalency by at least two of the discipline faculty on the search committee, before regular screening takes place.
 - Equivalency Committee will be kept informed on the numbers of relevant applications, as timing will be critical.
 - Regular screening of applications can begin while equivalencies are being determined.
- ▶ For PT faculty searches:
 - For announcements that are always open, MQ/equivalency screening will be done on a regular basis so that when there is a need to hire, there is a pool of “minimally qualified” applicants to choose from for interviews and subsequent hiring.
 - For specifically-timed announcements, process will be similar to FT searches.
- ▶ In all cases, the applicant is responsible for submitting Equivalency portfolio, when appropriate.

Equivalency process - general proposal (continued)

- ▶ Equivalency criteria, based on existing internal form:
 1. Equivalence to Master's degree = any Bachelor's degree plus any one of these...
 - 30 semester units of relevant course work
 - relevant licensure from accredited institution
 - certification for instruction in the discipline
 - combination of additional education/training and verifiable related work experience
 2. Equivalence to Associate or Bachelor's degree =
 - combination of course work and verifiable related work experience
 3. Equivalence to work experience =
 - demonstration of mastery of the skills of the vocation, and extensive knowledge of the working environment of the vocation
- ▶ Equivalency resources will be posted on the college website, both for internal use and for external use (predominantly for guidance to applicants).

Questions?

Feedback?

Volunteers for document review
and individual feedback?