



Academic Senate AGENDA

Facilitator: Amber Gillis, President

Recorder: Nikki Williams, Secretary

Date: September 5, 2019

Time: 12:30-2:00 p.m.

Location: Boardroom

Vision:

Compton College will be the leading institution of student learning and success in higher education.

Mission Statement:

Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.

ATTENDEES:

__ Estrada, Harvey	__ Mills, Jesse	__ Schwitkis, Kent
__ Evans, Jerome	__ Moldoveanu, Minodora	__ Sidhu, Rajinder
__ Gillis, Amber	__ Pham, Hoa	__ Thomas, Shirley
__ Khan, Mahbub	__ Richardson, Pamela	__ Valdry, Andree
__ Kooiman, Brent	__ Roeun, Malinni	__ Villalobos, Jose
__ Maruri, Carlos	__ Schumacher, Holly	__ Williams, Nikki

AGENDA:

- 1) **Call to Order**
- 2) **Approval of Agenda**
- 3) **Review and Approval of Minutes from May 30, 2019 Meeting**
- 4) **Reports**
 - a) President's Report
 - b) Vice President's Report
 - c) Faculty Board Representative Report
 - d) Academic Affairs Report
 - e) Accreditation Report
 - f) Curriculum Report
 - g) Distance Education Report
 - h) Faculty Development Report
- 5) **Actionable and Discussion Items**
 - a) First Read – Needs Assessment Document: Lauren Sosenko, Manager of Institutional Research
 - b) Spring 2019 Academic Senate President-Elect Election
 - c) 2019-2020 Academic Senate Goals
 - d) Minimum Qualifications – Campus-wide by discipline
- 6) **Informational Items**
 - a) 2019-2020 Academic Senate Meeting Dates
 - b) 2019-2020 Academic Senate Agenda Request Calendar
 - c) Help Wanted: Academic Senate Mace, Committee Memberships for Academic Senate Subcommittees: OER, Educational Policies Committee, Academic Senate Constitution Workgroup
 - d) Upcoming Events: 3rd Annual Tenure Reception, ASCCC Fall Plenary

7) Announcements

8) Future Agenda Items

- a) Committees and Faculty Participation
- b) Board Policies and Administrative Regulations – Fall 2019 Review Schedule
- c) Curriculum Committee Chair Appointment, 2020-2023 Election, and Curriculum Handbook Revisions

9) Adjournment

Next Scheduled Meeting: September 19, 2019 at 12:30pm

Boardroom



**COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES**

BP 2520 Academic Senate

Issued: May 19, 2015

Reference:

Education Code Section 70902(b)(7);
Title 5, Sections 53200 et seq
Accreditation Standard IV.A
Board Policy 2510 Participation in Local Decision Making

The Academic Senate is organized under the provisions of the California Code of Regulations, Title 5, shall represent the faculty and make recommendations to the administration and to the Board with respect to academic and professional matters, so long as the exercise of such functions does not conflict with the lawful collective bargaining agreement.

The Board or its designee will consult collegially with the Academic Senate when adopting policies and procedures. The Board will rely primarily on faculty expertise on academic and professional matters as defined by Sub-Chapter 2, Section 53200, et seq., California Administrative Code, Title 5, and as listed below:

1. Curriculum, including establishing prerequisites and placing courses within disciplines;
2. Degree and certificate requirements;
3. Grading policies;
4. Educational program development;
5. Standards and policies regarding student preparation and success;
6. District and College governance structures as related to faculty roles;
7. Faculty roles and involvement in accreditation process, including self-study and annual reports;
8. Policies for faculty professional development activities;
9. Processes for program review;
10. Processes for institutional planning and budget development, and
11. Other academic and professional matters as mutually agreed upon between the Board of Trustees and the Academic Senate.

The Academic Senates' organization, membership functions, and committee structure shall be developed by the Academic Senate.

COMPTON COLLEGE ACADEMIC SENATE MEETING DATES AND LOCATIONS (1st & 3rd Thursday)

<u>FALL 2019</u>	<u>LOCATION</u>	<u>SPRING 2020</u>	<u>LOCATION</u>
September 5	Board Room	February 20	Board Room
September 19	Board Room	March 5	Board Room
October 3	Board Room	March 19	Board Room
October 17	Board Room	April 2	Board Room
November 7	Board Room	April 16	Board Room
November 21	Board Room	May 7	Board Room
December 5	Board Room	May 21	Board Room
		June 4	Board Room

Per the Brown Act, all votes must be recorded by name. Only No's and Abstentions will be recorded by name in the minutes. If you were signed in to the meeting and did not vote No/Abstain, your vote will be assumed to be a Yes.

CCCD Academic Senate Roster

2019-2020 (18 members)

Officers:

President/Chairperson	Amber Gillis (18-20)
President-Elect/Chairperson-Elect	
Vice President/Vice Chairperson	Jesse Mills (19-21)
Secretary/Secretary	Nikki Williams (19-21)
Curriculum/Curriculum Representative	Vacant (17-20)
Adjunct Representative	Mahbub Khan (19-21)
Board Representative	Jerome Evans (19-21)

Members:

Career and Technical Education (2)

Brent Kooiman (19-20)
Pamela Richardson (20-21)

Health and Human Services (2)

Shirley Thomas (19-21)
Hoa Pham (19-20)

Humanities (2)

Minodora Moldoveanu (20-21)
Nikki Williams (19-20) Secretary/Secretary

Social Sciences and Fine Arts (2)

Jesse Mills (20-21)
Harvey Estrada (19-20)

Mathematics (2)

Malinni Roeun (19-20)
Jose Villalobos (19-21)

Science (2)

Kent Schwitkis (19-21)
Rajinder Sidhu (19-20)

Library and Learning Resource Unit (1)

Andree Valdry (20-21)

Counseling (2)

Holly Schumacher (20-21)
Carlos Maruri (19-21)

At-Large (2)

Jerome Evans (19-21)
Valerie Woodward (19-21)

Adjunct Representatives (2)

Mahbub Khan (19-21), Adjunct Representative
Anthony Alaimalo (19-21)



Academic Senate MINUTES

Facilitator: Amber Gillis

Recorder: Nikki Williams

Date of Meeting Recorded: May 30, 2019

Vision:

Compton College will be the leading institution of student learning and success in higher education.

Mission Statement:

Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.

PRESENT:

v Atkinson- Alston, Stephanie	_X_ Maruri, Carlos	_v_ Sidhu, Rajinder
v Estrada, Harvey	_v_ Mills, Jesse	_X_ Thomas, Shirley
v Evans, Jerome	_v_ Moldoveanu, Minodora	_v_ Valdry, Andree
v Ekimyan, Roza	_v_ Pham, Hoa	_v_ Villalobos, Jose
v Flor, Paul	_v_ Richardson, Pamela	_v_ Williams, Nikki
v Gillis, Amber	_v_ Roeun, Malinni	
v Khan, Mahbub	_v_ Schumacher, Holly	
v Kooiman, Brent	_v_ Schwitkis, Kent	

MINUTES:

- 1) **CALL TO ORDER** – Amber Gillis 12:40 p.m.
- 2) **APPROVAL OF AGENDA** – Mills/Evans- Approved
Correction to the amended agenda- 12:30-1 to 12:30-2pm
- 3) **APPROVAL OF MINUTES** – Villalobos/Schwitkis- Approved

4) REPORTS

President’s Report- Amber Gillis reporting.

No report

Vice President- Jesse Mills reporting.

No report

Board Representative – Jerome Evans reporting.

No report

Curriculum: Roza Ekimyan reporting.

No report

Guided Pathways- Vanessa Haynes reporting.

No report

Academic Affairs- Stephanie Atkinson-Alston reporting.

No report

Distance Education- Jasmine Philips reporting.

No report

5) Review of Follow-up Items from Previous Meeting(s)

- Student Equity Plan- Third read and vote. Bailey Smith will highlight the changes that were made since we last saw the document. Previously we were missing the goal for Male and Hispanic transfer. The other thing that we updated is with some of our Veterans and Foster Youth. We needed to fill in some of the comparative data. We are a bit suspicious of the data so please bear with us. There may be an anomaly with the 2018 data. L. Sosenko- What we are really trying to do with the equity plan is to understand the groups that are disproportionality represented so that we can look at shrinking the gaps. What we are really trying to focus on here is reducing those gaps over the next 5-10 years. If you have any questions on how the analysis is done, I am here to answer these questions. K. Schwitkis- This document will have changes- can we know the process of what will be needed for the completion of the document. B. Smith- the only thing that we are missing are salaries. Motion to accept the document as presented the understanding that changes will occur- Schwitkis/Mills. Vote taken and the motion carries.
- 2014 Constitution Recovery- P. Flor-I hope that the question of the 2014 Constitution validity has been put to rest. I asked Estina Pratt to join us because she was Vice President at the time. Estina Pratt- I am here to attest that the 2014 Constitution does exist even though it is not on the website. H. Estrada- Do you have a date that the Constitution was ratified by the senate. H. Schumacher- There was an email that was sent from Michael Odanaka that Faculty Council by-laws were ratified. Discussion followed related to the difference between Faculty Council and Academic Senate. K. Schwitkis- One other thing that can make this even murkier is that tradition and precedent matter. V. Woodward- Is the sticking point that we do not have any proof of the ratification of either one of these documents. Can we ratify either the 2011 or 2014 By-laws at this meeting? J. Villalobos- After June 7th we can come and create a new constitution. Discussion followed. Schumacher/Estrada- I move that we conduct the elections for the positions of at-large, adjunct, executive officers now following the 2011 Constitution and at the retreat we will rewrite the Constitution. Vote taken and the motion carries. Ayes- 8; No- P. Flor; Abstentions- J. Mills, K. Schwitkis, A. Valdry, K. Schwitkis, M. Moldoveanu, H. Pham.

Elections:

Adjunct Representative

Nomination of Anthony Alaimalo- Schumacher/Evans

Nomination of Mhabub Khan- Schwitkis/Villalobos

Nomination of Juan Quinones- Pham/Flor

Motion to close nominations: Villalobos/Schumacher

Vote taken: Anthony Alaimalo and Mhabub Khan elected Adjunct Representatives

At-Large

Nomination of Valerie Woodward: Schumacher/Alaimalo

Nomination of Amber Gillis: Flor/Schwitkis

Motion to close nominations: Villalobos/Schwitkis

Vote taken: Amber Gillis elected At-Large Representative

Motion to suspend the 2011 Constitution term limit for President-Elect: Flor/Schwitkis

6 in favor; 5 opposed; 5 abstentions

Vote taken and the motion carries.

President Elect

Nomination of Amber Gillis: Flor/Schwitkis

Nomination of Minodora Moldoveanu: Schumacher/Villalobos

Vote taken: Minodora Moldoveanu elected President- Elect

Vice President

Nomination of Jesse Mills: Evans/Villalobos

Motion to close nomination: Evans/Villalobos

Elected by acclamation

Secretary

Nomination of Nikki Williams: Schumacher/Evans

Motion to close nomination: Roeunn/Evans

Elected by acclamation

Board Representative

Nomination of Jerome Evans- Williams/Roeunn

Elected by acclamation

- Jasmine Phillips- IEPI PRT- Distance Education Plan-First and Second Read. You have the document in front of you. The IEPI came and they created two documents of recommendations and summary. Motion to complete a second read and electronic vote when the changes come in- Schumacher/Williams. Vote taken and the motion passes.

6) **MOTION TO ADJOURN** – Approved – 2:26 p.m.

Professional Development Needs Assessment for Compton College

July 2019

This Professional Development Needs Assessment survey for Compton College is designed to understand how faculty and staff view their needs to improve their performance and job fulfillment. The Assessment findings will be presented to relevant committees (e.g., Professional Development Institutional Standing Committee, Academic Senate Committee on Professional Development) and then to Consultative Council (the group that represents all constituency groups on campus). Finally, the findings from this Assessment will be provided to the new Director of Professional Development to inform professional development offerings in 2019-20 and beyond.

Your answers to this 20-30 minute survey are anonymous and will be used to ensure the college provides you the opportunity to continuously improve for student success.

	Question:	Answer choices:	Respondents:
1	Please choose your employee group:	Full-time faculty Adjunct faculty Classified staff Manager	All
2	What is your gender?	Female Male	All
3	How long have you worked at Compton College?	Less than 5 years 5-10 years 11-15 years 16-20 years 21-30 years More than 30 years	All
4	What is your area?	Administrative Services Academic Affairs Student Services Other	All
5	You have indicated that you have worked at the college for less than 5 years. What training/ content recommendations do you have to best on-board new employees? <i>Check all that apply.</i>	Orienting to the institution/culture Payroll Benefits Canvas developing professional networks MyCompton portal Banner PeopleSoft (purchasing) Planning (Annual Plan in Nuventive)	If respondent has worked at the college less than 5 years

		<p>Program Review</p> <p>Navigating the tenure track</p> <p>Student Learning Outcomes</p> <p>Interdisciplinary collaboration</p> <p>Workplace safety</p> <p>Project management</p> <p>Setting priorities</p> <p>Promoting equity and diversity</p> <p>Other</p>	
6	What is your Guided Pathway Division?	<p>Business and Industrial Studies</p> <p>Fine Arts, Communications, and Humanities;</p> <p>Science, Technology, Engineering, and Math;</p> <p>Health and Public Services; or,</p> <p>Social Sciences</p> <p>I don't know</p> <p>Not applicable</p>	All
7	What is your ethnicity?	<p>Black/African American</p> <p>White</p> <p>Asian</p> <p>Pacific Islander/Native Hawaiian</p> <p>Native American/Alaska Native</p> <p>Latinx</p> <p>Two or more ethnicities</p> <p>Other</p> <p>Do not wish to answer</p>	
8	In 2018-19, what kept you from participating in professional development activities?	<p>Too busy</p> <p>Scheduling conflict</p> <p>Was not aware of training</p> <p>Not encouraged by supervisor</p> <p>Sessions are not relevant to my job</p> <p>I don't want to put additional burden on my coworkers</p> <p>There isn't desk coverage or a substitute for my position.</p> <p>I'm afraid to ask my supervisor for release time.</p> <p>I'm afraid to ask for release time because of my coworkers.</p> <p>Not interested</p> <p>Other</p>	All

9	Have you attended any on-campus PD in the last year (2018-19)?	0 hours 1-5 hours 6-10 hours 11-15 hours 16-20 hours 21-25 hours >25 hours	All
10	Have you attended any off-campus conferences for professional development?	No Yes, local conferences Yes, regional conferences Yes, national conferences Yes, international conferences	All
11	On average, how many conferences do you attend per academic year?	1-2 3-4 5+ None	All
12	Please rate your level of interest in the professional development topics to implement Guided Pathways:	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	All
		Guided Pathways basics: Understanding what Guided Pathways is and how it is implemented at Compton College	
		Student counseling/registration: Understanding how students apply, enter a program of study, and register for classes	
		Course maps for student completion: Understanding how to map out highly structured, educationally coherent program pathways for students to follow, starting with the end in mind.	
		Methods of career exploration in the classroom: Learning about classroom resources that are available to help your students explore career options.	
		Other:	

13	Please rate your level of interest in the professional development topics to enhance your teaching :	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	
		Developing your teaching portfolio	
		Incorporating field experiences into your course	
		Lessons learned from teaching award winners sharing best practices	
		Open Educational Resources (OER)	
		Designing learning experiences (i.e., aligning goals, methods, and assessments)	
		Designing activities, assignments, and projects	
		New approaches to syllabus design	
		Learner-centered teaching	
		Teaching first-year students	
		Cognitive development	
		Student learning styles and their implications in the classroom	
		Building rapport with your students	
		Motivating students	
		Teaching students how to learn	
		Teaching underprepared students	
		Identifying and maximizing your teaching style	
		Other:	
14	Please rate your level of interest in the professional development topics to engage in curriculum development :	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	Faculty only
		Curriculum development process	
		Developing interdisciplinary courses	
		Identifying individual student needs	
		Dividing the course into instructional units	
		Identifying and integrating career exploration in curriculum	
		Other:	

15	Please rate your level of interest in the professional development topics to enhance diversity and inclusion in your classroom:	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	Faculty only
		Incorporating multicultural content into your curriculum	
		Inclusive teaching practices	
		Use of inter-group dialogue	
		Teaching for social justice	
		Gender issues in the classroom	
		Integrating feminist perspectives in the classroom	
		Working with students with disabilities	
		Sexual orientation issues in the classroom	
		Understanding of the conditions and forces, cultural, social and economic, which influence student learning	
		Using data to identify equity concerns	
		Other:	
16	Please rate your level of interest in the professional development topics to improve assessment:	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	Faculty only
		Developing rubrics for assessing assignments and projects	
		Nuventive (TracDat) training	
		Writing effective essay tests	
		Writing effective multiple-choice tests	
		Using data to improve your program	
		Course-level and program-level assessment	
		Performance assessments (service learning, projects, presentations)	
		Use and evaluation of portfolios	
		Use and evaluation of e-portfolios	
		Developing useful Student Learning Outcomes	

		Self-assessment of teaching skills	
		Designing and conducting classroom-based research	
		Self-assessment of teaching skills	
		Other:	
17	Please rate your level of interest in the professional development topics to improve assessment :	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	Staff, administrators only
		Nuventive (TracDat) training	
		Using data to improve your program/ department	
		Use of Service Area Outcomes (SAOs)	
		Other:	
18	Please rate your level of interest in the professional development topics to improve your use of technology :	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	Faculty only
		Integrating instructional technology into your course	
		Reviewing/enhancing your course to ensure adherence to ACCJC Distance Education Standards	
		Pedagogy for online/ hybrid instruction	
		Integration of Social Networking Tools (Facebook, Twitter)	
		Online Testing and Assessment	
		Use of Canvas	
		CCC Confer	
		Ensuring your course and materials are accessible	
		Using technology to enhance teaching effectiveness	
		Online assessment	
		Facilitating online discussion (asynchronous or synchronous)	
		How to implement a “flipped classroom”	

		Using mobile devices for learning in the classroom	
		Prezi, Vimeo, YouTube, audio/video clips	
19	Please rate your level of interest in the professional development topics to improve your general use of technology:	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	All
		Microsoft 365	
		Use of Banner	
		Use of myCompton portal	
		Building websites	
		Use of specific applications:	
		Other:	
20	Please rate your level of interest in the professional development topics to improve your classroom management:	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	Faculty only
		Civility in the classroom and beyond	
		Managing difficult students: Learn ways to deal with inappropriate or disruptive student behavior.	
		Encouraging academic integrity: Knowing Compton College's policy and disciplinary procedures regarding academic integrity and the resources available to help students understand the importance of an education free of cheating and/or plagiarism.	
		Supporting students in crisis: Recognizing and responding to students who are experiencing a crisis. Knowing the on- and off-campus resources that will support you and the student.	
21	Please rate your level of interest in the professional development topics to increase your understanding of	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	All

	Compton College policy or procedures:		
		Accreditation: Understanding the accreditation requirements and processes	
		Board Policies & Administrative Regulations	
		Business Services (Purchasing, PeopleSoft)	
		Admissions and Records Policies/ Procedures	
		Human Resources Policies/ Procedures	
		Retirement/Benefits	
		Collective Bargaining Agreements	
		Other:	
22	Please rate your level of interest in the professional development topics related to improving your health and wellness :	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	All
		Stress management	
		Emergency preparedness	
		Self-defense	
		First aid/CPR	
		Leadership skills	
		Dealing with difficult people	
		Positive working relationships/ teamwork	
		Diversity training	
		Nutrition/fitness	
		Preventing professional burnout	
		Work/life balance	
		Other:	
23	Please rate your level of interest in the professional development topics to enhance your work?	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	All
		Fostering student validation and engagement	
		Retaining underrepresented students	

		Understanding and supporting students with disabilities	
		Fostering inclusion in the workplace	
		Cultural awareness/competency	
		Working with students with limited English language skills	
		Best/effective practices for helping the distressed or angry student	
		Conducting effective meetings	
		Other:	
24	Please rate your level of interest in the professional development topics to enhance your leadership skills :	Great interest (5) Moderately high interest (4) Some interest (3) Little interest (2) No interest (1)	All
		Effective communication/ challenging conversations	
		Effective self-management and delegation	
		Managing change	
		Best/effective practices in conducting performance evaluations	
		Building trust and respect	
		Managing meetings	
		Increasing emotional intelligence to improve team effectiveness	
		Building motivation and morale in the workplace	
		Understanding your personal style (e.g., Myers-Briggs Type Indicator)	
		Other	
25	In which of the following types of activities would you be most likely to participate?	Very likely Somewhat likely Not likely	All
		Formal presentation followed by discussion	
		Classroom observations with feedback/individual consultation	
		Hands-on workshops (one meeting focused on a technique or strategy)	
		Discipline-specific workshops	
		Institutes/Retreats (2-3 days)	
		Web-based classes	

		Peer-to-peer informal discussion with colleagues about teaching problems, tips	
		Town hall presentations (Tartar Talks)	
		Student panels	
		Guest presenters	
		Other:	
26	Which types of trainings do you prefer?	1-2 hour segments Brown bag lunches Half day Full day Flex Day Evening Weekday Weekend Other	All
27	How would you like to learn about upcoming professional development?	Email CEO message Directly from your supervisor Posters on campus myCompton portal FLEX reporter Other:	All
28	Reflecting on the needs of your staff who you supervise, which areas of professional development would benefit them?	Not applicable, I don't supervise anyone Office machinery (e.g., phone system, scanners, copiers/printers) Office Software (e.g., Excel, Word, Outlook, PowerPoint) Common Software (e.g., Adobe PDF) Banner Problem Solving & Critical Thinking Workplace Safety Communication with Students Communication with Coworkers Personal Development (e.g., Strengths, Self-Confidence, Leadership) Microsoft 365 (shared drive) Teamwork Positive working relationships Other:	All

DRAFT



Compton College Academic Senate Goals 2018-2019

The senators of Compton College Academic Senate have designated the following nine goals as specific areas of concentration for the 2018-2019 academic year:

1. Establish a diverse representation on all campus committees.
2. Support the implementation of *AB705: Seymour-Campbell Student Success Act of 2012* for math and English.
3. Support the implementation of Guided Pathways and Meta-Majors for Compton College students.
4. Establish an orientation for Academic Senate senators.
5. Increase communication between Senators and their constituents.
6. Increase faculty attendance and involvement at Academic Senate meetings.
7. Assist in the growth of faculty professional development activities on campus.
8. Support and assist in the structure and implementation of *AB288: Public schools: College and Career Access Pathways* Partnership Agreements with local high schools.
9. Increase transparency and communication between faculty and administration.

Adopted November 1, 2018

Academic Senate of Compton College
Proposed 2019-2020 Executive Board Goals

Recommended:

1. Draft and maintain a comprehensive website that contains the following:
 - a. Agendas with hypertext links
 - b. Minutes (already in place for general sessions) – add E-Board meeting agendas and minutes
 - c. Senate Events Calendar
 - d. Academic Senate of Compton College Newsletter
 - e. A senator directory with names, photos, emails, and telephone extensions
 - f. Links to resources for faculty, including, for example, sample syllabi statements, and whitepapers from the ASCCC and the Chancellor's Office
2. Create and maintain a Senate Events Calendar (we have a skeleton of this in place within the packet)
3. Establish and maintain an active Senate Agenda Schedule, with deadlines for agenda item submissions from senators and presentations/guests scheduled as far ahead as possible
4. Create a two-day senator retreat to take place in August where we will address upcoming yearly goals as well as identify priorities for the academic year as a local senate, discuss and learn about the roles and responsibilities of senators, present proposed changes to the local bylaws, announce new changes in the law, to make committee opportunities known, and to listen to concerns of attendees.
5. Set an Executive-Board meeting schedule for the entire academic year.
 - a. Create and agenda and take minutes for these meetings
6. Begin revising the by-laws and constitution in light of changes to faculty hires and Compton College changes (such as Strategic Initiative changes and Guided Pathways Divisions implementations).
7. Demarcate and support additional committees under the Compton College Academic Senate umbrella:
 - a. DEAC
 - b. OER
 - c. Educational Policies (review and propose changes to Board Policies and Administrative Regulations)
 - d. Author Advisory Committee (request by faculty member Valerie Woodward)
 - e. Faculty Development Committee
 - f. Curriculum (already in place via the bylaws)
8. Write and publish an Annual Report.
9. Work with Academic Affairs to develop a new faculty orientation to introduce them to academic and professional matters and how they can participate in collaborative governance processes.
10. Develop a Senate budget with CCCD.



First Annual Academic Senate Retreat
Day One
August 19, 2019
Agenda

- 9:00am – 9:15am Check-In and Welcome
- 9:15am – 9:30am Establish Academic Senate Norms
- 9:30am – 10:00am Review of 2018-2019 Goals and Goal Setting for 2019-2020
- 10:00am – 11:00am Establishing Roles and Responsibilities of Senators and Officers:
- Best Practices for Reporting Out
 - Increasing Senate Exposure
- 11:00am – 11:15am Break
- 11:15am – 12:00pm Committees:
- Memberships
 - Organization
 - New Subcommittees
 - *Brown Act* and *Robert's Rules of Order*
- 12:00pm – 12:30pm Lunch
- 12:30pm – 1:00pm 2019-2020 Academic Senate Calendar:
- Rolling Agenda
 - Process for Agenda Items/Requests
- 1:00pm – 2:00pm To-Do Items for 2019-2020 Academic Year:
- Revision of Bylaws
 - Mace Purchase
 - Establish Minimum Qualifications
 - Faculty Webpages
 - Faculty Tenure Reception/Tenure Week



First Annual Academic Senate Retreat
Day Two
August 20, 2019
Agenda

- | | |
|-------------------|--|
| 9:00am – 9:05am | Check-In and Welcome |
| 9:05am – 9:30am | Increasing Faculty Participation in Leadership/Establishing Institutional
Longevity |
| 9:30am – 10:00am | Process and Best Practices for Resolution-Writing |
| 10:00am – 12:00pm | Bylaws Writing Workshop |



Senate Agenda Request Calendar 2019-2020

Senate Meeting Date <i>(Thursdays, 12:30pm-2:00pm, in Boardroom)</i>	Agenda Request Deadline <i>(Tuesdays, a week and a half prior to meeting)</i>	PowerPoint Slides/Supplemental Information Items Due to Chair/President <i>(Fridays, the weekend before meeting)</i>	Agenda Packet Release Date to Campus <i>(Per Brown Act) (Mondays, 3 days prior to meeting)</i>
Fall 2019			
September 5, 2019	August 27, 2019	August 30, 2019	September 2, 2019
September 19, 2019	September 10, 2019	September 13, 2019	September 16, 2019
October 3, 2019	September 24, 2019	September 27, 2019	September 30, 2019
October 17, 2019	October 8, 2019	October 11, 2019	October 14, 2019
November 7, 2019	October 29, 2019	November 1, 2019	November 4, 2019
November 21, 2019	November 12, 2019	November 15, 2019	November 18, 2019
December 5, 2019	November 26, 2019	November 29, 2019	December 2, 2019
Spring 2020			
February 20, 2020	February 11, 2020	February 14, 2020	February 17, 2020
March 5, 2020	February 25, 2020	February 28, 2020	March 2, 2020
March 19, 2020	March 10, 2020	March 13, 2020	March 16, 2020
April 2, 2020	March 24, 2020	March 27, 2020	March 30, 2020
April 16, 2020	April 7, 2020	April 10, 2020	April 13, 2020
May 7, 2020	April 28, 2020	May 1, 2020	May 4, 2020
May 21, 2020	May 12, 2020	May 15, 2020	May 18, 2020
June 4, 2020	May 26, 2020	May 29, 2020	June 1, 2020



NONPERISHABLE



FOOD DRIVE

Drop off all unexpired food items to the Student Life Office (R-61)

Compton College is committed to assisting our students in need, especially those who have housing and food concerns. Please assist us by donating the following single-serving products:

- Canned meats
- Peanuts/nuts/trail mix
- Canned fruits/vegetables
- Protein bars/granola bars/Pop-Tarts®
- Canned/microwaveable soups
- Instant oatmeal
- Single-serving tuna packages
- Dried fruits
- Microwaveable rice/quinoa
- Ramen cups/bowls
- Peanut butter/Jelly
- Can openers, reusable bowls and utensils

For more information, please contact:

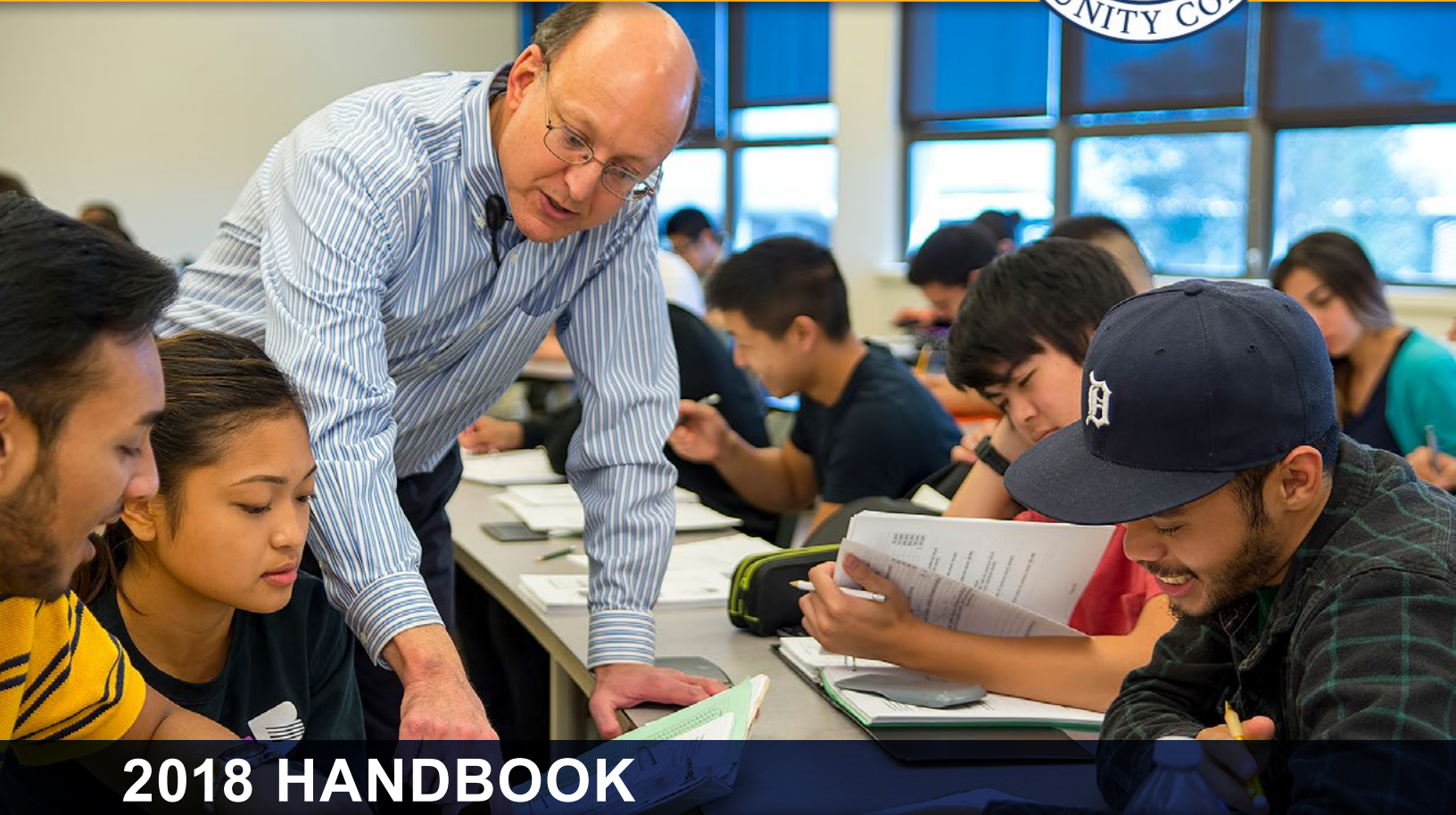
Office of Student Life

310-900-1600, ext. 2802 | cperez@compton.edu



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2018 HANDBOOK

Minimum Qualifications for Faculty and Administrators in California Community Colleges

California Community Colleges Chancellor's Office | Eloy Ortiz Oakley, Chancellor

MINIMUM QUALIFICATIONS FOR FACULTY AND ADMINISTRATORS IN CALIFORNIA COMMUNITY COLLEGES

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Table of Contents

Overview of Minimum Qualifications and the Disciplines Lists	6
Summary of Changes	6
Disciplines Index	10
Disciplines Requiring a Master’s Degree List	25
Disciplines Requiring a Specific Bachelor’s or Associate Degree and Professional Experience.	51
Disciplines Requiring any Degree and Professional Experience.	57
California Education Code	
Minimum Qualifications	66
California Code of Regulations	
Chapter 4: Employees, Subchapter 4: Minimum Qualifications	69
Chapter 4: Employees Subchapter 5: Faculty Internship Programs.	80
Chapter 7: Special Programs Subchapter 1: Disabled Student Programs and Services	82
Chapter 7: Special Programs Subchapter: 2.5. Extended Opportunity Programs and Services	83

Minimum Qualifications for Faculty and Administrators in California Community Colleges

OVERVIEW OF MINIMUM QUALIFICATIONS AND THE DISCIPLINES LISTS

This 13th edition of Minimum Qualifications for Faculty and Administrators in California Community Colleges is an update of the disciplines lists including those noticed to the Board of Governors of the California Community Colleges (Board of Governors) at the March 19-20, 2018 meeting. The handbook incorporates changes that resulted from recommendations from the Academic Senate for California Community Colleges and its delegates, and a comprehensive review of regulations regarding the minimum qualifications and disciplines lists. This edition amends the previous edition and is effective immediately to be employed as appropriate in each community college district.

A summary of the changes to this edition are noted below.

SUMMARY OF CHANGES

ACTION	DISCIPLINE	DESCRIPTION
REVISIONS CODIFIED § 53413. Minimum Qualifications for Apprenticeship Instructors.	Career Technical Education	The minimum qualifications for service as an apprenticeship instructor teaching community college credit apprenticeship courses that are part of an apprenticeship program approved by the Division of Apprenticeship Standards were modified and expanded.

HISTORY OF MINIMUM QUALIFICATIONS AND THE DISCIPLINES LISTS

The complete disciplines lists with revisions that were adopted by the Board of Governors were designed to replace the system of credentials that was in force until June 30, 1990. The relevant sections of the California Education Code were adopted by the Legislature in September 1988, as part of AB 1725, the community college reform bill.

Significant amendments were made by AB 2155 and SB 1590 of 1989, SB 2298 of 1990, and SB 343 of 1993. Faculty internship programs were authorized by SB 9 of 1991. The disciplines lists used to implement the minimum qualifications for credit instructors, counselors, and librarians are incorporated by reference into the California Code of Regulations.

These lists were prepared and reviewed primarily by the Academic Senate for California Community

Colleges. They were first adopted in July 1989, underwent minor revisions in November 1990, May 1991, September 1993, September 1996, April 1999, November 2002, September 2005, November 2007, November 2009, November 2011 and November 2013.

PROCESS TO INITIATE CHANGES TO THE DISCIPLINES LISTS

Users of this handbook are encouraged to forward recommendations for additions, changes and/or suggestions through their local academic senates to the Academic Senate for California Community Colleges (Academic Senate) or to the Educational Services and Supports division of the California Community Colleges Chancellor's Office. The Academic Senate and Educational Services and Supports division in the Chancellor's Office continually monitor issues and questions relating to minimum qualifications.



Pierce College Marine Biology students with Instructor Raymond Wells

The Academic Senate regularly considers changes to these lists, and recommendations from the Senate to the Board of Governors are developed through active collaboration between the local senates, professional organizations within the state and the Chancellor's Office. The resulting minimum qualifications serve as a statewide benchmark for promoting professionalism and rigor within the academic disciplines in the community colleges and a guideline for day-to-day decisions regarding suitability for employment in the system.

Districts may establish local qualifications beyond the minimum standards defined in the disciplines lists, and they have flexibility in how they organize courses within disciplines, how to apply equivalency, and how to develop criteria and employ processes to select administrators and instructors. Development of local processes for applying the minimum qualifications requires mutual agreement between the board of trustees and the academic senate.

GUIDELINES FOR USING THE DISCIPLINES LISTS

These disciplines lists must be used in conjunction with the California Code of Regulations, title 5 minimum qualifications regulations (CCR §53400-53430). Applicable rules include the following:

- Degrees and credits generally must be from accredited institutions (§53406).
- An occupational license or certificate is required in certain instances (§53417).
- A district may hire a person who possesses qualifications different from, but equivalent to, those listed on the disciplines list, according to criteria and procedures agreed upon by the governing board and the academic senate (§53430).

California Code of Regulation, title 5 in several sections also specifies minimum qualifications for additional faculty members, including health services professionals, non-credit instructors,

apprenticeship instructors, Disabled Students Programs and Services (DSPP) personnel, Extended Opportunity Programs and Services (EOPS) personnel, learning assistance and tutoring coordinators and work experience coordinators. These regulation sections are incorporated into the disciplines list in their entirety where appropriate as well as being included in the Statutory Laws and Regulations section of this handbook. Further, these lists only reflect the statewide minimums for persons to be considered qualified to teach in a discipline. Each district may establish additional qualifications, which are more rigorous than those herein.

TYPES OF DISCIPLINE LISTS INCLUDED IN THE HANDBOOK

Since its inception, the Disciplines List had been divided into two parts to differentiate those disciplines for which a master's degree is required as a precondition for employment, from those for which it is not. Generally, disciplines have been included on the Master's List if universities typically offer sufficient upper division and graduate instruction in applicable subjects to permit their

awarding advanced degrees in that discipline. On the other hand, disciplines for which there is no or limited graduate training, as found in some career and technical education fields, have been included on the Disciplines Requiring any degree and Professional Experience List non-Master's List.

In those cases where a master's degree is not generally expected or available, the minimum standard has been a bachelor's degree in any subject, plus two years of professional experience directly related to the teaching assignment or an associate degree in any subject, plus six years of professional experience directly related to the teaching assignment.

In May 2009, the California Community Colleges Board of Governors approved changes to California Code of Regulations, title 5, §53407 and §53410 to allow the creation of a third option within the minimum qualifications to be defined requiring a bachelor's or associate degree in a specific discipline, plus requisite years of professional experience. The four types of discipline lists contained in this handbook are identified on the following page.

LIST TYPE	DESCRIPTION
Disciplines Index	<p>This is a list of all the disciplines from A to Z and the associated statutory law in California Education Code and/or regulation in the California Code of Regulations.</p> <p>This combined list contains all of the disciplines on one list: Disciplines Requiring a Master’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 and commensurate professional experience; and Disciplines in which a Master’s Degree is Not Generally Expected or Available, but which Requires any Bachelor’s or Associate Degree and commensurate professional experience.</p>
Disciplines Requiring a Master’s Degree	<p>This is an alphabetical list of all of the disciplines that require a master’s degree or its equivalent. This category contains mostly academic and transfer disciplines. Whenever this list mentions a master’s degree, any degree in the discipline beyond the master’s would also satisfy that qualification.</p> <p>Under each of the disciplines in this list, the phrase ‘OR the equivalent’ refers to the possibility of hiring faculty who do not possess the exact degrees listed, under a local process developed and agreed upon by representatives of the governing board and the Academic Senate, as provided for in California Education Code §87359 and California Code of Regulations, title 5, §53430.</p>
Disciplines Requiring a Specific Bachelor’s or Associate Degree and Professional Experience	<p>The Academic Senate for California Community Colleges has recognized the growing gap between the structure for determining minimum qualifications and the evolving nature of teaching disciplines. As such, this is a category that was created in May 2009. Disciplines on this list require a bachelor’s or associate degree in a specific area. The professional experience required (two years/bachelor’s degree or six years/associate) must be directly related to the faculty member’s teaching assignment.</p>
Disciplines Requiring any Degree and Professional Experience	<p>This is an alphabetical list of all of the disciplines in which a master’s degree is not generally expected or available. This category contains mostly career technical educational disciplines. The minimum qualifications for disciplines on this list are any bachelor’s or associate degree. Unless otherwise noted the professional experience required (two years/bachelors or six years/associate) must be directly related to the faculty member’s teaching assignment. Newly adopted title 5 regulations modified and expanded revisions to minimum qualifications for service as an apprenticeship instructor teaching community college credit apprenticeship courses that are part of an apprenticeship program approved by the Division of Apprenticeship Standards.</p> <p>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 in the discipline.</p>

DISCIPLINES INDEX

This is a comprehensive list of all of the disciplines included in the handbook displayed in alphabetical discipline order. The list identifies the degree and professional experience requirement along with the associated statutory law in California Education Code (CEC) and/or regulation in California Code of Regulations (CCR), title 5 section for each discipline. Reference the Statutory Laws & Regulations section of this handbook for a definition of Occupational and Professional Experience.

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Accounting	X			CCR 53410.1	23
Adapted Computer Technology: Disabled Students Programs and Services	X			CCR 53414(d) (1)(2)	23
Addiction Paraprofessional Training			X		54
Administration of Justice (Police science, corrections, law enforcement)			X		54
Aeronautics (Airframe and power plant, aircraft mechanics, aeronautical engineering technician, avionics)			X		55
African American Studies	X				23
Agricultural Business and Related Services (Inspection, pest control, food processing/meat cutting)			X		55
Agricultural Engineering (Equipment and machinery, farm mechanics)			X		55
Agricultural Production (Animal science, plant science, beekeeping, aquaculture)			X		55
Agriculture	X				24
Air Conditioning, Refrigeration, Heating (Solar energy technician)			X		55

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Animal Training and Management (Exotic Animal Training)			X		55
Anthropology	X				24
Appliance Repair (Vending Machines)			X		55
Archaeological Technology			X		55
Architecture			X		24
Art	X				24
Art History	X				25
Astronomy	X				25
Athletic Training			X		55
Auto Body Technology (Antique and classic auto restoration)			X		55
Automotive Technology			X		55
Aviation (Flight, navigation, ground school, air traffic control)			X		55
Banking and Finance			X		55
Barbering			X		56
Bicycle Repair			X		56
Biological Sciences	X				25
Biotechnology		X			49
Bookbinding			X		56
Broadcasting Technology (Film making/video, media production, radio/TV)			X		56

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Building Codes and Regulations (Inspecting of construction, building codes, contractor training)			X		56
Building Maintenance			X		56
Business	X				25
Business Education	X				26
Business Machine Technology			X		56
Cabinet Making			X		56
Cardiovascular Technology			X		56
Carpentry			X		56
Ceramic Technology			X		56
Chemistry	X				26
Chicano Studies	X				26
Child Development/Early Childhood Education	X	X			26
Citizenship: Noncredit				CCR 53412(d)	49
Classics	X				27
Coaching			X		56
Commercial Art (Sign making, lettering, packaging, rendering)			X		56
Commercial Music			X		56
Communication Studies (Speech Communication)	X				27

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Community College Counselor of Students with Disabilities	X			CCR 53414(a)	28
Computer Information Systems (Computer network installation, microcomputer technology, computer applications)			X		56
Computer Science	X				29
Computer Service Technology			X		56
Construction Management			X		56
Construction Technology			X		56
Cosmetology			X		56
Counseling	X			CCR 53410.1	30
Counseling: Extended Opportunity Programs and Services (EOPS)	X			CCR 56264 (a-c)	30
Court Interpreting			X		56
Court Reporting			X		57
Culinary Arts/Food Technology (Food service, meat cutting, baking, waiter/waitressing, bartending)			X		57
Dance	X				31
Deaf and Hearing Impaired: Disabled Students Programs and Services	X			CCR 53414(d) (1)(2)(C)	31
Dental Technology (Dental assisting, dental hygiene)			X		57

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Developmental Disabilities: Disabled Students Programs and Services	X			CCR 53414(d) (1)(2)(B)	31
Diagnostic Medical Technology (Diagnostic medical sonography, neurodiagnostic technology, polysonographic technology)			X		57
Diesel Mechanics			X		57
Dietetic Technician			X		57
Dietetics/Nutritional Science	X				31
Disabled Student Programs and Services (DSPS)	X	X	X	CCR 53414(d) (1)(2)(e) (1-3)(f)	32, 49, 57
Drafting/CADD (Computer Aided Drafting/Design), CAD (Computer Aided Design), CAD (Computer Aided Drafting)			X		57
Drama/Theater Arts	X				32
Earth Science	X				32
Ecology	X				33
Economics	X				33
Education	X				33
Electricity (Electrical power distribution)			X		57
Electromechanical Technology (Industrial mechanical technology)			X		57
Electromicroscopy			X		57

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Electronic Technology (Radio, television, computer repair, avionics)			X		57
Electronics			X		57
Electroplating			X		57
Emergency Medical Technologies			X		57
Engineering	X			CCR 53410.1	33
Engineering Support (Surveying, engineering aides)			X		57
Engineering Technology	X				34
English	X				34
Environmental Technologies (Environmental hazardous material technology, hazardous material abatement, environmentally conscious manufacturing, waste water pretreatment, air pollution control technology, integrated waste management, water treatment, sewage treatment)			X		58
Equine Science (Equine training, equitation, farrier science, pack horse management)			X		58
English as a Second Language (ESL)	X				34
English as a Second Language (ESL): Noncredit		X		CCR 53412(e)	50
Estimating			X		58
Ethnic Studies	X				35

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Fabric Care (Laundry and dry cleaning)			X		58
Family and Consumer Studies/ Home Economics	X				35
Fashion and Related Technologies (Merchandising, design, production)			X		58
Film Studies	X				35
Fire Technology			X		58
Flight Attendant Training			X		58
Fluid Mechanics Technology			X		58
Folk Dance			X		58
Foreign Languages	X				36
Forestry/Natural Resources (Range management; soil, air and water resources; fish/wildlife management; parks and recreation)			X		58
Furniture Making			X		58
Geography	X				36
Gerontology	X				36
Graphic Arts (Desktop publishing)			X		58
Gunsmithing			X		58
Health	X				36
Health and Safety: Noncredit		X		CCR 53412(f)	50

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Health Care Ancillaries (Medical assisting, hospice worker, home care aide, certified nurse aide, health aide, ward clerk, central service technology, childbirth educator, primary care associate, massage therapy)			X		58
Health Information Technology (Medical record technology)			X		59
Health Services Director/Health Services Coordinator/College Nurse	X			CCR 53411	37
Heavy Duty Equipment Mechanics			X		59
History	X				37
Home Economics: Noncredit		X		CCR 53412(g)	50
Hotel and Motel Services			X		59
Humanities	X				37
Industrial Design			X		59
Industrial Maintenance			X		59
Industrial Relations			X		59
Industrial Safety			X		59
Industrial Technology (Foundry occupations)			X		59
Instructional Design/Technology	X				37
Insurance			X		59
Interdisciplinary Studies	X				38
Interdisciplinary-Basic Skills: Noncredit		X		CCR 53412(a)	50

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Interior Design			X		59
Janitorial Services			X		59
Jewelry			X		59
Journalism	X				38
Kinesiology	X				38
Labor Relations			X		59
Law	X			CCR 53415	39
Learning Assistance or Learning Skills Coordinators or Instructors, and Tutoring Coordinators	X				39
Learning Disabilities: Disabled Student Programs and Services	X			CCR 53414(d) (1)(2)	39
Learning Disabilities: Specialist	X			CCR 53414(f)	39
Legal Assisting (Paralegal)			X		59
Library Science	X				39
Library Technology			X		59
Licensed Vocational Nursing			X		59
Linguistics	X				40
Locksmithing			X		59
Machine Tool Technology (Tool and die making)			X		59
Management	X				40

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Manufacturing Technology (Quality control, process control)			X		59
Marine Diving Technology			X		59
Marine Engine Technology			X		59
Marketing	X				40
Martial Arts/Self-Defense			X		60
Masonry (Concrete, cement work, bricklaying)			X		60
Mass Communication	X				40
Materials Testing Technology (Destructive testing or nondestructive examination)			X		60
Mathematics	X				41
Mathematics-Basic Skills: Noncredit		X		CCR 53412(b)	51
Media Production (Broadcasting Technology)			X		60
Medical Instrument Repair			X		60
Military Studies (Military Science)			X		60
Mining and Metallurgy (Oil field operations)			X		60
Mortuary Science			X		60
Motorcycle Repair			X		60
Multimedia			X		60
Music	X				41

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Music Management			X		60
Music Merchandising			X		60
Musical Instrument Repair			X		60
Nursing	X				41
Nursing Science/Clinical Practice			X		60
Nutritional Science/Dietetics	X			CCR 53410.1	42
Occupational Therapy Assisting			X		60
Office Technologies (Secretarial skills, office systems, word processing, computer applications, automated office training)			X		60
Older Adults: Noncredit		X		CCR 53412(h)	51
Ornamental Horticulture (Landscape horticulture, design, maintenance, landscape architecture, floristry, floral design)			X		60
Parent Education: Noncredit		X		CCR 53412(i)	51
Peace Studies	X				42
Pharmacy Technology		X			51
Philosophy	X				42
Photographic Technology/ Commercial Photography			X		61
Photography	X				42

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Physical Disabilities: Disabled Student Programs and Services	X			CCR 53414(d)	43
Physical Education	X				43
Physical Education (Adapted): Disabled Student Programs and Services	X			CCR 53414(b)	43
Physical Sciences	X				43
Physical Therapy Assisting			X		61
Physics/ Astronomy	X				44
Piano Tuning and Repair			X		61
Plastics			X		61
Plumbing			X		61
Political Science	X				44
Printing Technology (Typography, composition, printing)			X		61
Private Security (Security management, safety/ accident control, hazardous substance management crime prevention)			X		61
Prosthetics and Orthotics			X		61
Psychiatric Technician			X		61
Psychology	X				44
Public Relations			X		61
Public Safety			X		61
Radiation Therapy			X		61

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Radiological Technology			X		61
Reading	X				45
Reading-Basic Skills: Noncredit		X		CCR 53412(c)	52
Real Estate			X		61
Recreation Administration	X				45
Registered Veterinary Technician			X		61
Rehabilitation Technician			X		61
Religious Studies	X				45
Respiratory Technician			X		61
Respiratory Technologies			X		61
Restaurant Management			X		61
Retailing (Purchasing, merchandising, sales)			X		61
Robotics (Computer integrated manufacturing)			X		62
Sanitation and Public Health Technology			X		62
Search and Rescue			X		62
Sheet Metal			X		62
Ship and Boat Building and Repair			X		62
Shoe Rebuilding			X		62
Sign Language, American			X		62
Sign Language/ English Interpreting			X		62

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Small Business Development (Entrepreneurship)			X		62
Small Engine Mechanics			X		62
Social Science	X				45
Sociology	X				46
Specialized Instruction (Disabled Student Programs and Services): Noncredit	X	X		CCR 53414(e) (3)	46, 52
Specialized Instruction (Disabled Student Programs and Services): Vocational Noncredit	X	X		CCR 53414(e) (3)	46, 52
Speech Communication (Communication Studies)	X				46
Speech Language Pathology	X				47
Speech Language Pathology: Disabled Student Programs and Services	X			CCR 53414(c)	47
Stagecraft			X		62
Steamfitting			X		62
Supply Chain Technology		X			52
Surgical Technology			X		62
Telecommunication Technology			X		62
Theater Arts	X				47
Transportation			X		62
Travel Services (Dispatching)			X		62
Upholstering			X		62

Discipline and Areas	Master's Degree	Specific Bachelor's/ Associate Degree and Professional Experience	Any Degree and Professional Experience	CEC / CCR Code	Page Number
Vision Care Technology					62
Vocational (short-term): Noncredit		X		CCR 53412(j)	53
Watch and Clock Repair			X		62
Welding			X		62
Women's Studies	X				47
Work Experience Instructors or Coordinators	X			CCR 53416	47
Writing-Basic Skills: Noncredit		X		CCR 53412(c)	53



Veterinary technology students at Foothill College in class with instructor Dr. Maureen MacDougall.

DISCIPLINES REQUIRING A MASTER'S DEGREE

This section of the handbook contains a list of the disciplines and area requiring a master's degree and the associated statutory law in California Education Code and/or regulation in California Code of Regulations, title 5 section. These disciplines lists must be used in conjunction with the Board of Governors minimum qualifications regulations (title 5, sections 53400-53430). Applicable rules specified in title 5 include the following:

- Degrees and credits generally must be from accredited institutions (section 53406).
- An occupational license or certificate is required in certain instances (section 53417).
- A district may hire a person who possesses qualifications different from, but equivalent to, those listed on the disciplines list, according to criteria and procedures agreed upon by the governing board and the academic senate (section 53430).

Whenever this list mentions a master's degree, any degree beyond the master's would also satisfy that qualification.

Under each of the disciplines below, the phrase 'OR the equivalent' refers to the possibility of hiring faculty who do not possess the exact degrees listed, under a local process developed and agreed upon by representatives of the governing board and the Academic Senate, as provided for in Education Code section 87359 and title 5, section 53430.

Further, these lists only reflect the statewide minimums for persons to be considered qualified to teach in a discipline. Each district may establish additional qualifications, which are more rigorous than those listed herein.

If there is any conflict between the paraphrased Minimum Qualifications language of California Code of Regulations, title 5 citations and the California Code Regulations title 5 language, the language prevails.

The complete California Code of Regulations, title 5 citations are located in the statutory laws and regulations section of this handbook.

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Accounting	X	<p>Master’s in accountancy or business administration with accounting concentration</p> <p>OR</p> <p>Bachelor’s in business with accounting emphasis or business administration with accounting emphasis or economics with an accounting emphasis</p> <p>AND</p> <p>Master’s in business, business administration, business education, economics, taxation, finance or the equivalent.</p> <p><i>(NOTE: A bachelor’s degree in accountancy or business administration with accounting concentration, with a CPA license is an alternative qualification for this discipline.)</i></p>	CCR 53410.1
Adapted Computer Technology: Disabled Student Programs and Services	X	<p>Master’s, or equivalent foreign degree, in the category of disability, special education, education, psychology, educational psychology or rehabilitation counseling</p> <p>AND</p> <p>15 semester units of upper division or graduate study in adapted computer technology.</p>	CCR 53414(d) (1)(2)
African American Studies		<p>Master’s degree in African-American/Black/Africana Studies</p> <p>OR</p> <p>Bachelor’s degree in African-American/Black/Africana Studies</p> <p>AND master’s degree in Ethnic Studies</p> <p>OR the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Agriculture		<p>Master’s in agriculture, agriculture science, education with a specialization in agriculture or other agricultural area (including: agricultural business, agricultural engineering, agricultural mechanics, agronomy, animal science, enology, environmental (ornamental) horticulture, equine science, forestry, natural resources, plant science, pomology, soil science, viticulture or other agriculture science)</p> <p>OR the equivalent.</p>	
Anthropology		<p>Master’s in anthropology or archaeology</p> <p>OR</p> <p>Bachelor’s in either of the above</p> <p>AND</p> <p>Master’s in sociology, biological sciences, forensic sciences, genetics or paleontology</p> <p>OR the equivalent.</p>	
Art		<p>Master’s in fine arts, art, or art history</p> <p>OR</p> <p>Bachelor’s in any of the above</p> <p>AND</p> <p>Master’s in humanities</p> <p>OR the equivalent.</p> <p><i>(NOTE: “Master’s in fine arts” as used here refers to any master’s degree in the subject matter of fine arts, which is defined to include visual studio arts such as drawing, painting, sculpture, printmaking, ceramics, textiles, and metal and jewelry art; and also art education and art therapy. It does not refer to the “Master of Fine Arts” (MFA) degree when that degree is based on specialization in performing arts or dance, film, video, photography, creative writing or other nonplastic arts.)</i></p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Art History		Master's in art history, history of art and architecture or visual culture/visual studies OR Bachelor's in art history and master's in history OR Master's in art with a recorded emphasis or concentration in art history OR the equivalent.	
Astronomy		See Physics/ Astronomy	
Biological Sciences		Master's in any biological science OR Bachelor's in any biological science AND Master's in biochemistry, biophysics, or marine science OR the equivalent.	
Business		Master's in business, business management, business administration, accountancy, finance, marketing or business education OR Bachelor's in any of the above AND Master's in economics, personnel management, public administration, or JD or LL.B. degree OR Bachelor's in economics with a business emphasis AND Master's in personnel management, public administration, or JD or LL.B. degree OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Business Education		Master's in business, business administration, or business education OR Bachelor's in any of the above AND Master's in vocational education OR the equivalent.	
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.	
Chicano Studies		Master's degree in Chicano Studies OR Ethnic Studies OR the equivalent.	
Child Development/ Early Childhood Education		Master's in child development, early childhood education, human development, home economics/ family and consumer studies with a specialization in child development/early childhood education or educational psychology with a specialization in child development/early childhood education OR Bachelor's in any of the above AND Master's in social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/home economics, family life studies or family and consumer studies OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Classics		Master's in classics OR a bachelor's in classics AND a master's in history (with a concentration in ancient Mediterranean areas), English literature, comparative literature or classical archaeology OR the equivalent.	
Communication Studies (Speech Communication)		Master's in speech, speech broadcasting, telecommunications, rhetoric, communication, communication studies, speech communication or organizational communication OR Bachelor's in any of the above AND Master's in drama/ theater arts, mass communication or English OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
<p>Community College Counselor of Students with Disabilities</p>	<p>X</p>	<p>Master’s degree in rehabilitation counseling</p> <p>OR</p> <p>Master’s degree in counseling, guidance counseling, student personnel, clinical or counseling psychology, education counseling, social work, career development, marriage and family therapy, marriage, family and child counseling, or a Bachelor’s degree in marriage and family therapy or in marriage, family and child counseling and possession of a license as a Marriage and Family Therapist (MFT); and either 15 or more semester units in upper division or graduate level course work related to people with disabilities, or completion of six semester units, or the equivalent of a graduate-level counseling practicum or counseling field work courses, in a post-secondary Disabled Students Programs and Services program or in a program dealing with people with disabilities, or two years of fulltime experience, or the equivalent, in one or more of the following:</p> <p>(A) Counseling for students with disabilities; or</p> <p>(B) Counseling in industry, government, public agencies, military or private social welfare organizations in which the responsibilities are for persons with disabilities, or the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Computer Science		<p>Master's in computer science or computer engineering</p> <p>OR</p> <p>Bachelor's in either of the above</p> <p>AND</p> <p>Master's in mathematics, cybernetics, business administration, accounting or engineering</p> <p>OR</p> <p>Bachelor's in engineering</p> <p>AND</p> <p>Master's in cybernetics, engineering, mathematics, or business administration</p> <p>OR</p> <p>Bachelor's in mathematics</p> <p>AND</p> <p>Master's in cybernetics, engineering, mathematics, or business administration</p> <p>OR</p> <p>Bachelor's degree in any of the above</p> <p>AND</p> <p>A master's degree in information science, computer information systems, or information systems</p> <p>OR the equivalent.</p> <p><i>(NOTE: Courses in the use of computer programs for application to a particular discipline may be classified for minimum qualifications purposes, under the discipline of the application.)</i></p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Counseling	X	<p>Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling,</p> <p>OR the equivalent.</p> <p><i>(NOTE: A bachelor's degree in one of the listed degrees and a license as a Marriage and Family Therapist (MFT) is an alternative qualification for this discipline.)</i></p>	CCR 53410.1
Counseling: Extended Opportunity Programs and Services (EOPS)	X	<p>Master's degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work or career development, or the equivalent,</p> <p>AND</p> <p>EOPS counselors hired after October 24, 1987, shall:</p> <p>(1) Have completed a minimum of nine semester units of college course work predominantly relating to ethnic minorities or persons handicapped by language, social or economic disadvantages</p> <p>OR</p> <p>(2) Have completed six semester units or the equivalent of a college-level counseling practicum or counseling field-work courses in a community college EOPS program, or in a program dealing predominantly with ethnic minorities or persons handicapped by language, social or economic disadvantages</p> <p>AND</p> <p>In addition, an EOPS counselor hired after October 24, 1987, shall have two years of occupational experience in work relating to ethnic minorities or persons handicapped by language, social or economic disadvantages.</p>	CCR 56264 (a-c)

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Dance		Master's in dance, physical education with a dance emphasis, or theater with dance emphasis, OR Bachelor's in any of the above AND Master's in physical education, any life science, physiology, theater arts, kinesiology, humanities, performing arts or music OR the equivalent.	
Deaf and Hearing Impaired: Disabled Student Programs and Services	X	Master's, or equivalent foreign degree, in the category of disability, special education, education, psychology, educational psychology or rehabilitation counseling; AND 15 semester units of upper division or graduate study in deaf and hearing impaired.	CCR 53414(d) (1)(2)(C)
Developmental Disabilities: Disabled Student Programs and Services	X	Master's, or equivalent foreign degree, in the category of disability, special education, education, psychology, educational psychology or rehabilitation counseling; AND 15 semester units of upper division or graduate study in the area of developmental disabilities.	CCR 53414(d) (1)(2)(B)
Dietetics/ Nutritional Science	X	See Nutritional Science	CCR 53410.1

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Disabled Student Programs and Services (DSPS)	X	<p>Below is an alphabetized listing of the DSPS disciplines to assist readers in identifying them. Please see the appropriate discipline on this list for minimum qualifications.</p> <ul style="list-style-type: none"> • Computer Technology (Adapted): DSPS • Counseling: DSPS • Deaf and Hearing Impaired: DSPS • Developmental Disabilities: DSPS • Learning Disabilities: DSPS • Physical Disabilities: DSPS • Physical Education (Adapted): DSPS • Speech Language Pathology: DSPS • Specialized Instruction, DSPS: Noncredit • Specialized Instruction (DSPS) - Vocational: Noncredit 	CCR 53414(d) (1)(2)(e) (1-3)(f)
Drama/Theater Arts		<p>Master’s or Master of Fine Arts in drama/theater arts/performance</p> <p>OR</p> <p>Bachelor’s or Bachelor of Fine Arts in drama/theater arts/performance</p> <p>AND</p> <p>Master’s in comparative literature, English, communication studies, speech, literature or humanities</p> <p>OR the equivalent.</p>	
Earth Science		<p>Master’s in geology, geophysics, earth sciences, meteorology, oceanography or paleontology</p> <p>OR</p> <p>Bachelor’s in geology</p> <p>AND</p> <p>Master’s in geography, physics, or geochemistry</p> <p>OR the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Ecology		Master's in ecology or environmental studies OR the equivalent OR see Interdisciplinary Studies.	
Economics		Master's in economics OR Bachelor's in economics AND Master's in business, business administration, business management, business education, finance or political science OR the equivalent.	
Education		Master's in education OR the equivalent.	
Engineering	X	Master's in any field of engineering OR Bachelor's in any of the above AND Master's in mathematics, physics, computer science, chemistry or geology OR the equivalent. <i>(NOTE: A bachelor's in any field of engineering with a professional engineer's license is an alternative qualification for this discipline.)</i>	CCR 53410.1

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Engineering Technology		<p>Master’s in any field of engineering technology or engineering</p> <p>OR</p> <p>Bachelor’s degree in either of the above</p> <p>AND</p> <p>Master’s degree in physics, mathematics, computer science, biological science or chemistry,</p> <p>OR</p> <p>Bachelor’s degree in industrial technology, engineering technology or engineering</p> <p>AND</p> <p>A professional engineer’s license</p> <p>OR the equivalent.</p>	
English		<p>Master’s in English, literature, comparative literature, or composition</p> <p>OR</p> <p>Bachelor’s in any of the above</p> <p>AND</p> <p>Master’s in linguistics, TESL, speech, education with a specialization in reading, creative writing or journalism</p> <p>OR the equivalent.</p>	
English as a Second Language (ESL)		<p>Master’s in TESL, TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis or education with a TESL emphasis</p> <p>OR</p> <p>Bachelor’s in TESL, TESOL, English with a TESL certificate, linguistics with a TESL certificate, applied linguistics with a TESL certificate, or any foreign language with a TESL certificate AND master’s in linguistics, applied linguistics, English, composition, bilingual/bicultural studies, reading, speech or any foreign language</p> <p>OR the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Ethnic Studies		<p>Master's in the ethnic studies field</p> <p>OR</p> <p>A master's in American Studies/Ethnicity, Latino Studies, La Raza Studies, Central American Studies, Latin American Studies, Cross Cultural Studies, Race and Ethnic Relations, Asian-American Studies, or African-American Studies</p> <p>OR the equivalent</p> <p>OR see Interdisciplinary Studies.</p>	
Family and Consumer Studies/Home Economics		<p>Master's in family and consumer studies, life management/home economics or home economics education</p> <p>OR</p> <p>Bachelor's in any of the above</p> <p>AND</p> <p>Master's in child development, early childhood education, human development, gerontology, fashion, clothing and textiles, housing/interior design, foods/ nutrition or dietetics and food administration</p> <p>OR the equivalent.</p>	
Film Studies		<p>Master's degree in film, drama/theater arts or mass communication</p> <p>OR</p> <p>Bachelor's degree in any of the above</p> <p>AND</p> <p>Master's degree in media studies, English or communication</p> <p>OR the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Foreign Languages		Master's in the language being taught OR Bachelor's in the language being taught AND Master's in another language or linguistics OR the equivalent.	
Geography		Master's in geography OR Bachelor's in geography AND Master's in geology, history, meteorology or oceanography OR the equivalent OR see Interdisciplinary Studies.	
Gerontology		Master's in gerontology OR the equivalent OR see Interdisciplinary Studies.	
Health		Master's in health science, health education, biology, nursing, physical education, kinesiology, exercise science, dietetics, nutrition or public health OR Bachelor's in any of the above AND Master's in any biological science OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Health Services Director/ Health Services Coordinator/ College Nurse	X	<p>Master’s degree in nursing and a California Public Health Nurse certificate;</p> <p>OR</p> <p>Bachelor’s degree in nursing, a California Public Health Nurse certificate, and a master’s degree in health education, sociology, psychology, counseling, health care administration, public health or community health.</p> <p><i>(NOTE: Other health services personnel shall not be subject to statewide minimum qualifications; however, all personnel shall possess appropriate valid, current licensure or certification to practice in California when required by law. Ancillary personnel shall work under appropriate supervision when required by their license laws.)</i></p>	CCR 53411
History		<p>Master’s in history</p> <p>OR</p> <p>Bachelor’s in history</p> <p>AND</p> <p>Master’s in political science, humanities, geography, area studies, women’s studies, social science or ethnic studies</p> <p>OR the equivalent.</p>	
Humanities		<p>Master’s in humanities</p> <p>OR the equivalent.</p>	
Instructional Design/ Technology		<p>Master’s in instructional design/technology or educational technology</p> <p>OR the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Interdisciplinary Studies		<p>Master's in the interdisciplinary area</p> <p>OR</p> <p>Master's in one of the disciplines included in the interdisciplinary area and upper division or graduate course work in at least one other constituent discipline.</p> <p><i>(NOTE: The Interdisciplinary Studies discipline is provided to allow for those cases where it is locally determined that a course must be taught by someone with qualifications that exceed a single discipline. The constituent disciplines can include any disciplines found in the Master's List.)</i></p>	
Journalism		<p>Master's in journalism or communication with a specialization in journalism</p> <p>OR</p> <p>Bachelor's in either of the above</p> <p>AND</p> <p>Master's in English, history, communication, literature, composition, comparative literature, any social science, business, business administration, marketing, graphics or photography</p> <p>OR the equivalent.</p>	
Kinesiology		<p>Master's degree in kinesiology, physical education, exercise science, education with an emphasis in physical education, kinesiology, physiology of exercise or adaptive physical education</p> <p>OR</p> <p>Bachelor's degree in any of the above</p> <p>AND</p> <p>Master's degree in any life science, dance, physiology, health education, recreation administration or physical therapy</p> <p>OR the equivalent.</p>	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Law		JD or LL.B. <i>(NOTE: Courses in aspects of law for application to a particular discipline may be classified, for minimum qualifications purposes in the discipline of the application.)</i>	
Learning Assistance or Learning Skills Coordinators or Instructors, and Tutoring Coordinators	X	Any master's degree level discipline in which learning assistance or tutoring is provided at the college where the coordinator is employed; OR A master's degree in education, educational psychology, or instructional psychology, or other master's degree with emphasis in adult learning theory. <i>(NOTE: Minimum qualifications do not apply to tutoring or learning assistance for which no apportionment is claimed.)</i>	CCR 53415
Learning Disabilities: Disabled Student Programs and Services	X	Master's degree, or equivalent foreign degree, in the category of disability, special education, education, psychology, educational psychology or rehabilitation counseling; AND 15 semester units of upper division or graduate study in the area of disability.	CCR 53414(d) (1)(2)
Learning Disabilities: Specialist	X	Master's degree in learning disabilities, special education, education, psychology, speech language pathology, communication disorders, educational or school psychology, counseling, or rehabilitation counseling AND 15 semester units of upper division or graduate study in the area of learning disabilities, to include, adult cognitive and achievement assessment or the equivalent.	CCR 53414(f)
Library Science		Master's in library science, library and information science, OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Linguistics		Master's in linguistics or applied linguistics OR Bachelor's in linguistics AND Master's in TESOL, anthropology, psychology, sociology, English or any foreign language OR the equivalent.	
Management		Master's in business administration, business management, business education, marketing, public administration, or finance OR Bachelor's in any of the above AND Master's in economics, accountancy, taxation or law OR the equivalent.	
Marketing		Master's in business administration, business management, business education, marketing, advertising or finance OR Bachelor's in any of the above AND Master's in economics, accountancy, taxation or law OR the equivalent.	
Mass Communication		Master's in radio, television, film, mass communication or journalism OR Bachelor's in any of the above AND Master's in drama/theater arts, communication, communication studies, business, telecommunications or English OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Mathematics		Master's in mathematics or applied mathematics OR Bachelor's in either of the above AND Master's in statistics, physics or mathematics education OR the equivalent.	
Music		Master's in music OR Bachelor's in music AND Master's in humanities OR the equivalent.	
Nursing		Master's in nursing OR Bachelor's in nursing AND Master's in health education or health science OR the equivalent OR the minimum qualifications as set by the Board of Registered Nursing, whichever is higher.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Nutritional Science/Dietetics	X	Master's in nutrition, dietetics or dietetics and food administration OR Bachelor's in any of the above AND Master's in chemistry, public health or family and consumer studies/home economics OR the equivalent. <i>(NOTE: A bachelor's in nutrition, dietetics, or dietetics and food administration, and certification as a registered dietitian, is an alternative qualification for this discipline.)</i>	CCR 53410.1
Peace Studies		Master's in peace studies, peace and conflict studies, peace and justice studies OR the equivalent.	
Philosophy		Master's in philosophy OR Bachelor's in philosophy AND Master's in humanities or religious studies, OR the equivalent.	
Photography		Master's in photography, fine arts, or art OR Bachelor's in any of the above AND Master's in art history or humanities OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Physical Disabilities: Disabled Student Programs and Services	X	Master's, or equivalent foreign degree, in the category of disability, special education, education, psychology, educational psychology or rehabilitation counseling; AND 15 semester units of upper division or graduate study in physical disabilities.	CCR 53414(d)
Physical Education		Master's in physical education, exercise science, education with an emphasis in physical education, kinesiology, physiology of exercise or adaptive physical education OR Bachelor's in any of the above AND Master's in any life science, dance, physiology, health education, recreation administration or physical therapy OR the equivalent.	
Physical Education (Adapted): Disabled Student Programs and Services	X	Master's in physical education, exercise science, education with an emphasis in physical education, kinesiology, physiology of exercise or adaptive physical education OR Bachelor's in any of the above AND Master's in any life science, dance, physiology, health education, recreation administration or physical therapy OR the equivalent AND 15 semester units of upper division or graduate study in adapted physical education.	CCR 53414(b)
Physical Sciences		See Interdisciplinary Studies	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Physics/ Astronomy		Master's in physics, astronomy or astrophysics OR Bachelor's in physics or astronomy AND Master's in engineering, mathematics, meteorology or geophysics OR the equivalent.	
Political Science		Master's in political science, government, or international relations OR Bachelor's in any of the above AND Master's in economics, history, public administration, social science, sociology, any ethnic studies, JD or LL.B. OR the equivalent.	
Psychology		Master's in psychology OR Bachelor's in psychology AND Master's in counseling, sociology, statistics, neuroscience or social work OR the equivalent.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Reading		Master's in education with a specialization in reading or teaching reading OR Bachelor's in any academic discipline AND Twelve semester units of course work in teaching reading AND Master's in English, literature, linguistics, applied linguistics, composition, comparative literature, TESL or psychology OR the equivalent.	
Recreation Administration		Master's in recreation administration or physical education OR Bachelor's in either of the above AND Master's in dance, gerontology or public administration OR the equivalent.	
Religious Studies		Master's in religious studies, theology, or philosophy OR Bachelor's in any of the above AND Master's in humanities OR the equivalent.	
Social Science		Master's in social science OR the equivalent OR see Interdisciplinary Studies.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Sociology		Master's in sociology OR Bachelor's in sociology AND Master's in anthropology, any ethnic studies, social work or psychology OR the equivalent.	
Specialized Instruction (Disabled Student Programs and Services): Noncredit		A bachelor's degree with any of the following majors: Education of students with specific or multiple disabilities; special education; psychology; physical education with an emphasis in adaptive physical education; communicative disorders; rehabilitation; computer-based education; other computer-related majors which include course work on adapted or assistive computer technology for students with disabilities; other majors related to providing specialized instruction or services to persons with disabilities. OR An associate degree with one of the majors specified in subparagraph (2) above; and four years of experience providing specialized instruction or services to persons in the disability category or categories being served.	CCR 53414(e) (4)
Specialized Instruction (Disabled Student Programs and Services): Vocational Noncredit		An associate degree or certificate of training; and four years of occupational experience related to the subject of the course taught; and two years of experience providing specialized instruction or services to persons in the disability category being served.	CCR 53414(e) (3)
Speech Communication (Communication Studies)		See Communication Studies.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Speech Language Pathology		Master's in speech pathology, speech language pathology, speech language and hearing sciences, communicative disorders, communication sciences and disorders or education with a concentration in speech pathology OR the equivalent.	
Speech Language Pathology: Disabled Student Programs and Services	X	Master's, or equivalent foreign degree, in speech pathology and audiology or in communication disorders AND Licensure or eligibility for licensure as a speech pathologist or audiologist by the Medical Board of California.	CCR 53414(c)
Theater Arts		See Drama/Theater Arts.	
Women's Studies		Master's in women's studies OR the equivalent OR see Interdisciplinary Studies.	
Work Experience Instructors or Coordinators	X	The minimum qualifications in any discipline in which work experience may be provided at the college where the instructor or coordinator is employed.	CCR 53416



Two Mt. San Antonio College students with their instructor.

DISCIPLINES REQUIRING A SPECIFIC BACHELOR’S OR ASSOCIATE DEGREE AND PROFESSIONAL EXPERIENCE

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 and the associated section of California Education Code and/or California Code of Regulations, title 5 section. The minimum qualifications for disciplines on this list are specifically named bachelor’s degree(s) or higher and two years of professional experience, and/or 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. Professional experience is required when the applicant possesses a master’s degree. Reference California Code of Regulations, title 5 §53404 for definitions of Occupational and Professional Experience located in the Statutory Laws and Regulations section of this handbook.

If there is any conflict between the paraphrased Minimum Qualifications language of California Code of Regulations, title 5 citations and the California Code of Regulations, title 5 language, the California Code of Regulations, title 5 language prevails. The complete California Code of Regulations, title 5 citations are located in the statutory laws and regulations section of this handbook.

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Biotechnology		Bachelor's degree in the biological sciences, chemistry, biochemistry or engineering, and two years of full-time related professional experience.	
Citizenship: Noncredit	X	Bachelor's degree in any discipline, and six semester units in American history and institutions.	CCR 53412(d)
Disabled Student Programs and Services (DSPS)	X	<p>Below is an alphabetized listing of the DSPS disciplines to assist readers in identifying them. Please see the appropriate discipline on this list for minimum qualifications.</p> <ul style="list-style-type: none"> • Computer Technology (Adapted): DSPS • Counseling: DSPS • Deaf and Hearing Impaired: DSPS • Developmental Disabilities: DSPS • Learning Disabilities: DSPS • Physical Disabilities: DSPS • Physical Education (Adapted): DSPS • Speech Language Pathology: DSPS • Specialized Instruction, DSPS: Noncredit • Specialized Instruction (DSPS)-Vocational: Noncredit 	CCR 53414(d)(1)(2)(e)(1-3)(f)

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
English as a Second Language (ESL): Noncredit	X	<p>Bachelor's degree in teaching English as a second language, or teaching English to speakers of other languages</p> <p>OR</p> <p>Bachelor's degree in education, English, linguistics, applied linguistics, any foreign language, composition, bilingual/bicultural studies, reading, or speech; and a certificate in teaching English as a second language, which may be completed concurrently during the first year of employment as a noncredit instructor</p> <p>OR</p> <p>Bachelor's degree with any of the majors specified in subparagraph (2) above; and one year of experience teaching English as a second language in an accredited institution; and a certificate in teaching English as a second language, which may be completed concurrently during the first two years of employment as a noncredit instructor</p> <p>OR</p> <p>Possession of a full-time, clear California Designated Subjects Adult Education Teaching Credential authorizing instruction in English as a second language.</p>	CCR 53412(e)
Health and Safety: Noncredit	X	Bachelor's degree in health science, health education, biology, nursing, dietetics, or nutrition; or an associate degree in any of those subjects, and four years of professional experience related to the subject of the course taught.	CCR 53412(f)
Home Economics: Noncredit	X	Bachelor's degree in home economics, life management, family and consumer studies, dietetics, food management interior design, or clothing and textiles; or an associated degree in any of those subjects and four years of professional experience related to the subject of the course taught.	CCR 53412(g)
Interdisciplinary - Basic Skills: Noncredit	X	Bachelor's in any social science, humanities, mathematics, or natural science discipline or in liberal studies, as appropriate for the course.	CCR 53412(a)

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Mathematics - Basic Skills: Noncredit	X	Bachelor's degree in mathematics.	CCR 53412(b)
Older Adults: Noncredit	X	<p>Bachelor's degree with a major related to the subject of the course taught, and either:</p> <p>(A) Thirty hours or two semester units of course work or class work in understanding the needs of the older adult taken at an accredited institution of higher education or approved by the district. This requirement may be completed concurrently during the first year of employment as a noncredit instructor; or (B) One year of professional experience working with older adults</p> <p>OR</p> <p>Associate degree with a major related to the subject of the course taught; and two years of occupational experience related to the subject of the course taught; and sixty hours or four semester units of coursework or classwork in understanding the needs of the older adult, taken at an accredited institution of higher education or approved by the district. This last requirement may be completed concurrently during the first year of employment as a noncredit instructor.</p>	CCR 53412(h)
Parent Education: Noncredit	X	Bachelor's degree in child development, early childhood education, human development, family and consumer studies with a specialization in child development or early childhood education, educational psychology with a specialization in child development, elementary education, psychology, or family life studies; and two years of professional experience in early childhood programs or parenting education.	CCR 53412(i)
Pharmacy Technology		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 (CPhT), and four years of professional experience.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Reading - Basic Skills: Noncredit	X	Bachelor's degree in English, literature, comparative literature, composition, linguistics, speech, creative writing or journalism OR Bachelor's degree in any discipline and twelve semester units of coursework in teaching reading.	CCR 53412(c)
Specialized Instruction (Disabled Student Programs and Services): Noncredit	X	A bachelor's degree with any of the following majors: education of students with specific or multiple disabilities; special education; psychology; physical education with an emphasis in adaptive physical education; communicative disorders; rehabilitation; computer-based education; other computer-related majors which include course work on adapted or assistive computer technology for students with disabilities; other majors related to providing specialized instruction or services to persons with disabilities. OR An associate degree with one of the majors specified in subparagraph (2) above; and four years of experience providing specialized instruction or services to persons in the disability category or categories being served.	CCR 53414(e) (3)
Specialized Instruction (Disabled Student Programs and Services): Vocational Noncredit	X	An associate degree or certificate of training; and four years of occupational experience related to the subject of the course taught; and two years of experience providing specialized instruction or services to persons in the disability category being served.	CCR 53414(e) (4)
Supply Chain Technology		Any bachelor's degree and two years of professional experience OR an associate degree in supply chain technology, automated systems technician, mechatronics or related discipline AND six years of professional experience related to the field.	

Discipline and Areas	Paraphrased CCR Citation	Minimum Qualifications	CEC / CCR Code
Vocational (short term): Noncredit		Bachelor's degree; and two years of occupational experience related to the subject of the course taught OR Associate degree; and six years of occupational experience related to the subject of the course taught OR Possession of a full-time, clear California Designated Subjects Adult Education Teaching Credential authorizing instruction in the subject matter OR For courses in an occupation for which the district offers or has offered apprenticeship instruction, the minimum qualifications for noncredit apprenticeship instructors in that occupation, as specified in title 5 section 53413.	CCR 53412(j)
Writing - Basic Skills: Noncredit	X	Bachelor's degree in English, literature, comparative literature, composition, linguistics, speech, creative writing or journalism OR Bachelor's degree in any discipline and twelve semester units of coursework in teaching reading.	CCR 53412(c)



Rio Hondo Automotive Technology students with their instructor.

DISCIPLINES REQUIRING ANY DEGREE AND PROFESSIONAL EXPERIENCE

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 or higher and two years of professional experience, or any associate degree and six years of professional experience. Professional experience 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. Newly adopted title 5 §53413 regulations modified and expanded revisions to minimum qualifications for service as an apprenticeship instructor teaching community college credit apprenticeship courses that are part of an apprenticeship program approved by the Division of Apprenticeship Standards. The list of areas 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. Reference California Code of Regulations, title 5 §53404 for definitions of Occupational and Professional Experience located in the Statutory Laws and Regulations section of this handbook.

Discipline and Areas	Notes	CEC / CCR Code
Addiction Paraprofessional Training		
Administration of Justice (Police science, corrections, law enforcement)		

Discipline and Areas	Notes	CEC / CCR Code
Aeronautics (Airframe and power plant, aircraft mechanics, aeronautical engineering technician, avionics)		
Agricultural Business and Related Services (Inspection, pest control, food processing/ meat cutting)		
Agricultural Engineering (Equipment and machinery, farm mechanics)		
Agricultural Production (Animal science, plant science, beekeeping, aquaculture)		
Air Conditioning, Refrigeration, Heating (Solar energy technician)		
Animal Training and Management (Exotic Animal Training)		
Appliance Repair (Vending Machines)		
Archaeological Technology		
Architecture		
Athletic Training	This discipline listing applies only to instructors teaching apportionment-generating courses in the subject of athletic training. Non-apportionment-generating athletic training activity is not subject to minimum qualifications.	
Auto Body Technology (Antique and classic auto restoration)		
Automotive Technology		
Aviation (Flight, navigation, ground school, air traffic control)		
Banking and Finance		

Discipline and Areas	Notes	CEC / CCR Code
Barbering		
Bicycle Repair		
Bookbinding		
Broadcasting Technology (Film making/video, media production, radio/TV)		
Building Codes and Regulations (Inspecting of construction, building codes, contractor training)		
Building Maintenance		
Business Machine Technology		
Cabinet Making		
Cardiovascular Technology		
Carpentry		
Ceramic Technology		
Coaching		
Commercial Art (Sign making, lettering, packaging, rendering)		
Commercial Music		
Computer Information Systems (Computer network installation, microcomputer technology, computer applications)		
Computer Service Technology		
Construction Management		
Construction Technology		
Cosmetology		
Court Interpreting		

Discipline and Areas	Notes	CEC / CCR Code
Court Reporting		
Culinary Arts/Food Technology (Food service, meat cutting, baking, waiter/ waitressing, bartending)		
Dental Technology (Dental assisting, dental hygiene)		
Diagnostic Medical Technology (Diagnostic medical sonography, neurodiagnostic technology, polysonographic technology)		
Diesel Mechanics		
Dietetic Technician		
Disabled Student Programs and Services (DSPS)		CCR 53414(d) (1)(2)(e) (1-3)(f)
Drafting/CADD (Computer Aided Drafting/Design), CAD (Computer Aided Design), CAD(Computer Aided Drafting)		
Electricity (Electrical power distribution)		
Electromechanical Technology (Industrial mechanical technology)		
Electromicroscopy		
Electronic Technology (Radio, television, computer repair, avionics)		
Electronics		
Electroplating		
Emergency Medical Technologies		
Engineering Support (Surveying, engineering aides)		

Discipline and Areas	Notes	CEC / CCR Code
Environmental Technologies (Environmental hazardous material technology, hazardous material abatement, environmentally conscious manufacturing, waste water pretreatment, air pollution control technology, integrated waste management, water treatment, sewage treatment)		
Equine Science (Equine training, equitation, farrier science, pack horse management)		
Estimating		
Fabric Care (Laundry and dry cleaning)		
Fashion and Related Technologies (Merchandising, design, production)		
Fire Technology		
Flight Attendant Training		
Fluid Mechanics Technology		
Folk Dance		
Forestry/Natural Resources (Range management; soil, air and water resources; fish/wildlife management; parks and recreation)		
Furniture Making		
Graphic Arts (Desktop publishing)		
Gunsmithing		
Health Care Ancillaries (Medical assisting, hospice worker, home care aide, certified nurse aide, health aide, ward clerk, central service technology, childbirth educator, primary care associate, massage therapy)		

Discipline and Areas	Notes	CEC / CCR Code
Health Information Technology (Medical record technology)		
Heavy Duty Equipment Mechanics		
Hotel and Motel Services		
Industrial Design		
Industrial Maintenance		
Industrial Relations		
Industrial Safety		
Industrial Technology (Foundry occupations)		
Insurance		
Interior Design		
Janitorial Services		
Jewelry		
Labor Relations		
Legal Assisting (Paralegal)		
Library Technology		
Licensed Vocational Nursing		
Locksmithing		
Machine Tool Technology (Tool and die making)		
Manufacturing Technology (Quality control, process control)		
Marine Diving Technology		
Marine Engine Technology		

Discipline and Areas	Notes	CEC / CCR Code
Martial Arts/Self-Defense		
Masonry (Concrete, cement work, bricklaying)		
Materials Testing Technology (Destructive testing or nondestructive examination)		
Media Production (Broadcasting Technology)		
Medical Instrument Repair		
Military Studies (Military Science)	The professional experience required for this discipline must be in the military pay grade of E-7 or above.	
Mining and Metallurgy (Oil field operations)		
Mortuary Science		
Motorcycle Repair		
Multimedia		
Music Management		
Music Merchandising		
Musical Instrument Repair		
Nursing Science/Clinical Practice		
Occupational Therapy Assisting		CCR 53410.1
Office Technologies (Secretarial skills, office systems, word processing, computer applications, automated office training)		CCR 53412(h)
Ornamental Horticulture (Landscape horticulture, design, maintenance, landscape architecture, floristry, floral design)		

Discipline and Areas	Notes	CEC / CCR Code
Photographic Technology/ Commercial Photography		
Physical Therapy Assisting		
Piano Tuning and Repair		
Plastics		
Plumbing		
Printing Technology (Typography, composition, printing)		
Private Security (Security management, safety/accident control, hazardous substance management crime prevention)		
Prosthetics and Orthotics		
Psychiatric Technician		
Public Relations		
Public Safety		
Radiation Therapy		
Radiological Technology		
Real Estate		
Registered Veterinary Technician		
Rehabilitation Technician		
Respiratory Technician		
Respiratory Technologies		
Restaurant Management		
Retailing (Purchasing, merchandising, sales)		

Discipline and Areas	Notes	CEC / CCR Code
Robotics (Computer integrated manufacturing)		
Sanitation and Public Health Technology		
Search and Rescue		
Sheet Metal		
Ship and Boat Building and Repair		
Shoe Rebuilding		
Sign Language, American		
Sign Language/English Interpreting		
Small Business Development (Entrepreneurship)		
Small Engine Mechanics		
Stagecraft		
Steamfitting		
Surgical Technology		
Telecommunication Technology		
Transportation		
Travel Services (Dispatching)		
Upholstering		
Vision Care Technology		
Watch and Clock Repair		
Welding		

CALIFORNIA EDUCATION CODE

TITLE 3. POSTSECONDARY EDUCATION DIVISION 7. COMMUNITY COLLEGES PART 51. EMPLOYEES CHAPTER 2.5. QUALIFICATIONS FOR COMMUNITY COLLEGE PERSONNEL

Article 1. General Provisions

§87350. Plan for new mechanism of faculty qualifications; inclusions

The plan for a new mechanism of faculty qualifications being developed by the Chancellor of the California Community Colleges pursuant to Chapter 1465 of the Statutes of 1986 shall include all of the following:

- (a) A transition provision, which would grandfather existing bargaining unit definitions.
- (b) Consideration of projected California demographics.
- (c) Consideration of affirmative action policies and programs.

§87351. Minimum qualifications for service, operative date; the minimum qualifications for service prescribed by this chapter shall become operative on July 1, 1990.

Article 2. Minimum Qualifications and Hiring Criteria

§87355. Persons authorized to serve under credential; possession of minimum qualifications; regulations

Notwithstanding Section 87356, every person authorized to serve as a community college instructor, librarian, counselor, student personnel worker, supervisor, administrator, or chief administrative officer under a credential shall retain the right to serve under the terms of that credential, and, for that purpose, shall be deemed to possess the minimum qualifications specified for every discipline or service covered by the credential until the expiration of that credential. The board of

governors shall adopt regulations as necessary to implement this requirement.

§87536. Faculty members and specified employees; regulation adoption; state mandated local program

- (a) The board of governors shall adopt regulations to establish and maintain the minimum qualifications for service as a faculty member teaching credit instruction, a faculty member teaching noncredit instruction, a librarian, a counselor, an educational administrator, an extended opportunity programs and services worker, a disabled students programs and services worker, an apprenticeship instructor and a supervisor of health.
- (b) The Legislature finds and declares that this section does not create a state-mandated local program because compensation of faculty will continue to be determined through the collective bargaining process or meet and confer sessions.

§87357. Minimum qualifications; establishment and maintenance; “discipline”; definition and recommendations

- (a) In establishing and maintaining minimum qualifications pursuant to Section 87356, the board of governors shall do all of the following:
 - (1) With regard to minimum qualifications for faculty, the board of governors shall consult with, and rely primarily on the advice and judgment of, the statewide Academic Senate. With regard to minimum qualifications for educational administrators, the board of governors shall consult with, and rely primarily on the advice and judgment of, an appropriate statewide organization of administrators. With regard to minimum qualifications for apprenticeship instructors, The Board of Governors shall consult with, and rely primarily on the advice and judgment of, appropriate apprenticeship teaching faculty and labor organization representatives. In each case, the board of governors shall provide a reasonable opportunity for comment by other statewide representative groups.

(2) The board of governors shall establish a process to review at least every three years the continued appropriateness of the minimum qualifications, and the adequacy of the means by which they are administered. The process shall provide for the appointment of a representative group of community college faculty, administrators, students and trustees to conduct or otherwise assist in the review, including particularly, representatives of academic senates, collective bargaining organizations, and statewide faculty associations. In addition, the group shall be broadly representative of academic and vocational programs in the curriculum from both urban and rural districts, and representative of ethnic minority communities.

(b) The board of governors, relying primarily upon the advice and judgment of the statewide Academic Senate, shall prescribe by regulation a working definition of the term “discipline” and shall prepare and maintain a list of disciplines that are “reasonably related” to one another, as that phrase is used in the minimum qualifications. The initial list shall be distributed to the community college districts by July 1, 1989, for their use in applying the minimum qualifications for hire.

In formulating advice and recommendations to the board of governors regarding the definition of the term “discipline;” the statewide Academic Senate shall consult with appropriate statewide organizations representing administrators and faculty collective bargaining agents. The statewide Academic Senate shall incorporate the advice of those groups into its recommendations to the board of governors, particularly as it relates to the practical ramifications of any proposed definition of the term “discipline” on issues of reassignment, transfer, and reduction in force. The board of governors, relying primarily upon the advice and judgment of the statewide Academic Senate, shall prepare and maintain a list of disciplines in which the master’s degree is not generally expected or available. The initial list shall be distributed to the community college districts by July 1, 1989, for their use in applying the minimum qualifications for service.

§87358. Review of districts’ application of minimum qualifications

The board of governors shall periodically designate a team of community college faculty, administrators, and trustees to review each community college district’s application of minimum qualifications to faculty and administrators.

§87359. Employment of faculty and administrators not meeting applicable minimum qualifications; process

The board of governors shall adopt regulations setting forth a process authorizing local governing boards to employ faculty members and educational administrators who do not meet the applicable minimum qualifications specified in the regulations adopted by the board of governors pursuant to Section 87356. Unless and until amended pursuant to the process described in Section 87357, the regulations shall require all of the following:

- (a) No one may be hired to serve as a community college faculty member or educational administrator under the authority granted by the regulations unless the governing board determines that he or she possesses qualifications that are at least equivalent to the minimum qualifications specified in regulations of the board of governors adopted pursuant to Section 87356. The criteria used by the governing board in making the determination shall be reflected in the governing board’s action employing the individual.
- (b) The process, as well as criteria and standards by which the governing board reaches its determinations regarding faculty members, shall be developed and agreed upon jointly by representatives of the governing board and the academic senate, and approved by the governing board. The agreed upon 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 faculty member employed under the authority granted by the regulations possesses qualifications that are at least equivalent to the applicable minimum qualifications specified in regulations adopted by the board of governors. The process shall further

require that the governing board provide the academic senate with an opportunity to present its views to the governing board before the board makes a determination, and that the written record of the decision, including the views of the academic senate, shall be available for review pursuant to section 87358.

- (c) Until a joint agreement is reached and approved pursuant to subdivision (b), the district process in existence on January 1, 1989, shall remain in effect.

§87359.5. Review of job relevance requirements; time

By May 1, 1989, the board of governors shall have reviewed or contracted for review of, the job relevance of the requirements of Sections 87408, 87408.5, 87408.6, and any other physical fitness tests or examinations, and other conditions of employment, applicable to community college personnel.

Article 3. Hiring Criteria

§87360. Development of criteria; inclusions; agreement; process in effect prior to agreement; times

- (a) In establishing hiring criteria for faculty and administrators, district governing boards shall, no later than July 1990, develop criteria that include a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.
- (b) No later than July 1, 1990, hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board.
- (c) Until a joint agreement is reached and approved pursuant to subdivision (b), the existing district process in existence on January 1, 1989, shall remain in effect.

CALIFORNIA CODE OF REGULATIONS

TITLE 5. EDUCATION

DIVISION 6. CALIFORNIA COMMUNITY COLLEGES

CHAPTER 4. EMPLOYEES

SUBCHAPTER 4. MINIMUM QUALIFICATIONS

Article 1. Scope and Definitions § 53400.

Scope.

This Subchapter implements and should be read in conjunction with the requirements of Education Code Sections 87001, 87002, 87003, 87356 and 87359 concerning minimum qualifications for community college faculty and administrators. The provisions of this subchapter are effective July 1, 1990.

Note: Authority cited: Sections 66700, 70901, 87001, 87356 and 87359, Education Code. Reference: Sections 87001, 87002, 87003, 87356 and 87359, Education Code.

HISTORY

1. New section filed 6-5-90 by the Board of Governors, California Community Colleges, with the Secretary of State; operative 7-5-90. Submitted to OAL for printing only pursuant to Education Code section 70901.5(b) (Register 90, No. 37).
2. Amendment filed 10-25-91; operative 11-24-91 (Register 92, No. 9).
3. Amendment filed 5-15-93; operative 6-4-93 (Register 93, No. 25).
4. Amendment filed 9-6-94; operative 10-6-94. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 94, No. 38).

§ 53401. Applicability to Community Services and Contract Classes.

Community service or contract classes, which do not award college credit and are not supported by state apportionment, are not subject to the provisions of this Subchapter. Contract classes which award college credit are subject to this Subchapter, even if they are not supported by state apportionment.

Note: Authority cited: Sections 70901(b)(1)(B) and 87356, Education Code. Reference: Sections 70901(b)(1)(B), 78020 through 78023 and 78300, Education Code.

HISTORY

1. New section filed 6-26-92; operative 7-27-92 (Register 92, No. 26).
2. Amendment filed 9-6-94; operative 10-6-94. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 94, No. 38).

§ 53402. Definitions.

- (a) “Administrator” means any person employed by the governing board of a district in a supervisory or management position as defined in Article 5 (commencing with Section 3540) of Chapter 10.7 of Division 4 of Title 1 of the Government Code.
- (b) “Educational administrator” means an administrator who is employed in an academic position designated by the governing board of the district as having direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. Educational administrators include, but are not limited to, chancellors, presidents, and other supervisory or management employees designated by the governing board as educational administrators.
- (c) “Faculty” or “faculty member” means those employees of a district who are employed in academic positions that are not designated as supervisory or management for the purposes of Article 5 (commencing with Section 3540) of Chapter 10.7 of Division 4 of Title 1 of the Government Code and for which minimum qualifications for service are specified in Section 53410-53414 or other provisions of this division. Faculty include, but are not limited to, instructors, librarians, counselors, community college health service professionals, disabled student programs and services professionals, extended opportunity programs and services professionals, and individuals employed to perform a service that, before July 1, 1990,

required nonsupervisory, nonmanagement community college certification qualifications.

Note: Authority cited: Sections 66700, 70901 and 87001, Education Code. Reference: Sections 87001, 87002 and 87003, Education Code.

HISTORY

1. New section filed 6-5-90 by the Board of Governors, California Community Colleges, with the Secretary of State; operative 7-5-90. Submitted to OAL for printing only pursuant to Education Code section 70901.5(b) (Register 90, No. 37).
2. Amendment filed 10-25-91; operative 11-24-91 (Register 92, No. 9).

§ 53403. Applicability of Amendments.

Notwithstanding changes that may be made to the minimum qualifications established in this division, or to the implementing discipline lists adopted by the Board of Governors, the governing board of a community college district may continue to employ a person to teach in a discipline or render a service subject to minimum qualifications, if he or she, at the time of initial hire by the district, was qualified to teach in that discipline or render that service under the minimum qualifications or disciplines lists then in effect.

Note: Authority cited: Sections 70901(b)(1)(B) and 87356, Education Code. Reference: Sections 70901(b)(1)(B) and 87356, Education Code.

HISTORY

1. New section filed 6-26-92; operative 7-27-92 (Register 92, No. 26).

§ 53404. Definition of Experience.

Where years of professional or occupational experience are referred to in this Subchapter, the requirement is for the stated number of years of full-time experience or the equivalent in part-time experience. Unpaid experience may be counted if it entailed responsibilities substantially similar to those of relevant paid positions in the field. Applicants bear the responsibility for verifying all experience by documentation satisfactory to the districts.

As used in this Subchapter, “professional experience” includes teaching experience. “Occupational experience” does not include teaching experience.

As used in this Section, “year” means that period of time which in that occupation is accepted by contract or general agreement as a regular work year for that occupation on a full-time basis.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b)(1)(B) and 87356, Education Code.

HISTORY

1. New section filed 6-26-92; operative 7-27-92 (Register 92, No. 26).
2. Amendment of section and Note filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
3. Amendment filed 9-6-94; operative 10-6-94. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 94, No. 38).

§ 53405. Certificated Employees.

Whenever in this Division, reference is made to “certificated employees” or to employees in “positions with certification qualifications,” where such references are to certificates or credentials issued by the Board of Governors, these references are deemed to also apply to persons employed by districts pursuant to minimum qualifications established pursuant to Subchapter 4 of this Division.

Note: Authority cited: Sections 66700 and 70901, Education Code. Reference: Section 70901, Education Code.

HISTORY

1. New section filed 5-15-93; operative 6-4-93 (Register 93, No. 25).

§ 53406. Requirement for Accredited Degrees and Units; Definition of Accredited Institution.

All degrees and units used to satisfy minimum qualifications shall be from accredited institutions,

unless otherwise specified in this Article.

For purposes of this Subchapter, “accredited institution” shall mean a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. It shall not mean an institution “approved” by the California Department of Education or by the California Council for Private Postsecondary and Vocational Education.

Determination of equivalency of foreign degrees shall be according to district rule.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b) (1)(B) and 87356, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
2. Amendment filed 9-6-94; operative 10-6-94. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 94, No. 38).

§ 53407. Disciplines Lists.

(a) The Board of Governors hereby adopts and incorporates by reference into this provision the lists published by the Chancellor’s Office, entitled “Disciplines Requiring the Master’s Degree,” “Disciplines in which the Master’s Degree is not Generally Expected or Available, but which require a Bachelor’s Degree” and “Disciplines in which the Master’s Degree is not Generally Available” as adopted by the Board at its May 2009 meeting, for the following purposes:

- (1) to establish a working definition of the term “discipline” as used in section 53410;
- (2) to define which disciplines are “reasonably related” to one another, for purposes of section 53410;
- (3) to define disciplines in which the master’s degree is required, for purposes of section 53410;

(4) to define disciplines in which the master’s degree is not generally expected or available, but in which a bachelor’s or associate degree in the discipline directly related to the faculty member’s teaching assignment is expected or available, for purposes of section 53410;

(5) to define disciplines in which the master’s degree is not generally expected or available, and in which a bachelor’s or associate degree in the discipline directly related to the faculty member’s teaching assignment is not expected or available, for purposes of section 53410.

(b) Revisions after May 2009 to the lists referenced in subdivision (a) shall be considered incorporated by reference into this provision when they have been adopted by the Board.

Note: Authority cited: Sections 70901, 87356 and 87357, Education Code. Reference: Sections 70901(b) (1)(B), 87356 and 87357, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
2. Amendment filed 3-15-2006; operative 4-14-2006. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2006, No. 17).
3. Amendment filed 6-16-2009; operative 7-16-2009. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2009, No. 25).

ARTICLE 2. QUALIFICATIONS AND EQUIVALENCIES

§ 53410. Minimum Qualifications for Instructors of Credit Courses, Counselors, and Librarians.

The minimum qualifications for service as a community college faculty member teaching any credit course, or as a counselor or librarian, shall be satisfied by meeting any one of the following requirements:

- (a) Possession of a master’s degree, or equivalent foreign degree, in the discipline of the faculty member’s assignment.
- (b) Possession of a master’s degree, or equivalent foreign degree, in a discipline reasonably related to the faculty member’s assignment and possession of a bachelor’s degree, or equivalent foreign degree, in the discipline of the faculty member’s assignment.
- (c) 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:
 - (1) 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 teaching assignment; or
 - (2) 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 teaching assignment.
- (d) For faculty assigned to teach courses in disciplines where the master’s degree is not generally expected or available, and where a related bachelor’s or associate degree is not generally expected or available, possession of either:
 - (1) any bachelor’s degree or equivalent foreign degree plus two years of professional experience directly related to the faculty member’s teaching assignment; or
 - (2) any associate degree or equivalent foreign degree plus six years of professional experience directly related to the faculty member’s teaching assignment.

Note: Authority cited: Sections 66700, 70901 and 87356, Education Code. Reference: Sections 70901(b) (1)(B), 87003, and 87356, Education Code.

HISTORY

1. New section filed 6-5-90 by the Board of Governors, California Community Colleges, with the Secretary of State; operative 7-5-90. Submitted to OAL for printing only pursuant to Education Code section 70901.5(b) (Register 90, No. 37).
2. Amendment of first paragraph and subsections (a) and (b) filed 10-25-91; operative 11-24-91 (Register 92, No. 9).
3. Amendment filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
4. Amendment of Note filed 11-10-93; operative 10-8-93 (Register 93, No. 46).
5. Editorial correction of subsection (c)(2) (Register 96, No. 40).
6. Amendment of subsection (c), repealer and new subsections (c)(1)-(2) and new subsections (d)-(d)(2) filed 6-16-2009; operative 7-16-2009. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2009, No. 25).

§53410.1. Professional License As Alternative Qualification.

For disciplines specified in this section, a bachelor’s degree in the discipline of the assignment plus a professional license or certification may be substituted for the minimum qualifications specified in section 53410. The license or certification so substituted must be valid in California. The following professional licenses and certifications are acceptable:

Discipline	License or Certification
Accounting	Certified Public Accountant
Counseling	Marriage and Family Therapist
Engineering	Professional Engineer
Nutritional Science	Registered Dietitian Dietetics

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b) (1)(B) and 87356, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
2. Amendment filed 3-15-2006; operative 4-14-2006. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2006, No. 17).

§ 53411. Minimum Qualifications for Health Services Professionals.

- (a) The minimum qualifications for a health services professional with overall responsibility for developing and directing student health services shall be a valid, current California license as a registered nurse, and either of the following:
 - (1) a master's degree in nursing and a California Public Health Nurse certificate; or
 - (2) a bachelor's degree in nursing, a California Public Health Nurse certificate, and a master's degree in health education, sociology, psychology, counseling, health care administration, public health, or community health.
- (b) Other health services personnel shall not be subject to statewide minimum qualifications; however, all personnel shall possess appropriate valid, current licensure or certification to practice in California when required by law. Ancillary personnel shall work under appropriate supervision when required by their license laws.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b) (1)(B), 87003 and 87356, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).

§ 53412. Minimum Qualifications for Instructors of Noncredit Courses.

Except as provided elsewhere in this article, the minimum qualifications for service as a faculty member teaching a noncredit course shall be the same as the minimum qualifications for credit instruction in the appropriate discipline, or as follows:

- (a) For an interdisciplinary noncredit basic skills course, a bachelor's in any social science, humanities, mathematics, or natural science discipline or in liberal studies, as appropriate for the course.
- (b) For a noncredit basic skills course in mathematics, a bachelor's in mathematics.
- (c) For a noncredit basic skills course in reading and/or writing, either: a bachelor's degree in English, literature, comparative literature, composition, linguistics, speech, creative writing, or journalism; or a bachelor's degree in any discipline and twelve semester units of coursework in teaching reading.
- (d) For a noncredit course in citizenship, a bachelor's degree in any discipline, and six semester units in American history and institutions.
- (e) For a noncredit course in English as a second language (ESL), any one of the following:
 - (1) A bachelor's degree in teaching English as a second language, or teaching English to speakers of other languages.
 - (2) A bachelor's degree in education, English, linguistics, applied linguistics, any foreign language, composition, bilingual/bicultural studies, reading, or speech; and a certificate in teaching English as a second language, which may be completed concurrently during the first year of employment as a noncredit instructor.
 - (3) A bachelor's degree with any of the majors specified in subparagraph (2) above; and one year of experience teaching ESL in an accredited institution; and a certificate in teaching English as a second language, which may be completed concurrently during the

first two years of employment as a noncredit instructor.

institution of higher education or approved by the district. This last requirement may be completed concurrently during the first year of employment as a noncredit instructor.

- (4) Possession of a full-time, clear California Designated Subjects Adult Education Teaching Credential authorizing instruction in ESL.
- (f) For a noncredit course in health and safety, a bachelor's degree in health science, health education, biology, nursing, dietetics, or nutrition; or an associate degree in any of those subjects, and four years of professional experience related to the subject of the course taught.
- (g) For a noncredit course in home economics, a bachelor's degree in home economics, life management, family and consumer studies, dietetics, food management, interior design, or clothing and textiles; or an associated degree in any of those subjects, and four years of professional experience related to the subject of the course taught.
- (h) For a noncredit course intended for older adults, either pattern (1) or pattern (2) following:
- (1) A bachelor's degree with a major related to the subject of the course taught; and either (A) or (B) below:
- (A) Thirty hours or two semester units of course work or class work in understanding the needs of the older adult, taken at an accredited institution of higher education or approved by the district. This requirement may be completed concurrently during the first year of employment as a noncredit instructor.
- (B) One year of professional experience working with older adults.
- (2) An associate degree with a major related to the subject of the course taught; and two years of occupational experience related to the subject of the course taught; and sixty hours or four semester units of coursework or classwork in understanding the needs of the older adult, taken at an accredited
- (i) For a noncredit course in parent education, a bachelor's degree in child development, early childhood education, human development, family and consumer studies with a specialization in child development or early childhood education, educational psychology with a specialization in child development, elementary education, psychology, or family life studies; and two years of professional experience in early childhood programs or parenting education.
- (j) For a short-term noncredit vocational course, any one of the following:
- (1) A bachelor's degree; and two years of occupational experience related to the subject of the course taught.
- (2) An associate degree; and six years of occupational experience related to the subject of the course taught.
- (3) Possession of a full-time, clear California Designated Subjects Adult Education Teaching Credential authorizing instruction in the subject matter.
- (4) For courses in an occupation for which the district offers or has offered apprenticeship instruction, the minimum qualifications for noncredit apprenticeship instructors in that occupation, as specified in Section 53413.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b) (1)(B) and 87356, Education Code.

HISTORY

1. New section filed 10-30-90 with Secretary of State by Board of Governors, California Community Colleges; operative 11-30-90 (Register 90, No. 49). Submitted to OAL for printing only pursuant to Education Code section 70901.5(b).
2. Amendment filed 6-19-91; operative 7-19-91. Submitted to OAL for printing only pursuant to

Education Code section 70901.5(b) (Register 91, No. 50).

3. Amendment of first paragraph and subsection (b) filed 10-25-91; operative 11-24-91 (Register 92, No. 9).
4. Repealer and new section filed 6-26-92; operative 7-27-92 (Register 92, No. 26).
5. Editorial correction of printing error in subsection (a) and inadvertent omission of subsection (h)(1) (Register 92, No. 45).
6. Amendment of section and Note filed 10-593; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).

§ 53413. Minimum Qualifications for Apprenticeship Instructors.

- (a) The minimum qualifications for service as an apprenticeship instructor teaching community college credit apprenticeship courses that are part of an apprenticeship program approved by the Division of Apprenticeship Standards shall be satisfied by meeting one of the following requirements:
 - (1) Possession of an associate degree, plus four years of occupational experience in the subject matter area to be taught; or
 - (2) Six years of occupational experience in the subject matter to be taught, a journeyman's certificate in the subject matter area to be taught, and completion of at least twelve (12) semester units of apprenticeship or college level course work. The twelve (12) semester unit requirement may be satisfied concurrently during the first two years of employment as an apprenticeship instructor.
 - (3) Six years of occupational experience in the subject matter to be taught, and a minimum of ten years of experience as an apprenticeship instructor for the California Department of Industrial Relations Division of Apprenticeship Standards.
 - (4) The board of trustees of a community college district, in consultation with their

local academic senate and the California Department of Industrial Relations, Division of Apprenticeship Standards, may adopt policies to authorize a person to serve as an apprenticeship instructor to teach apprenticeship courses in an urgency condition.

- (A) For purposes of this subdivision, urgency condition means a shortage of qualified instructors that would prevent offering classes to students in accordance with the approved education plan for the apprenticeship program adopted by the California Department of Industrial Relations, Division of Apprenticeship Standards.
 - (B) Each instructor hired under an urgency condition must meet the educational requirements of either subdivision (a)(1) or (a)(2) above within two years, provided that the instructor possesses:
 - (i) Six years of occupational experience in the subject matter to be taught, a journeyman's certificate in the subject matter area to be taught; or
 - (ii) Four years of occupational experience in the subject matter to be taught, and is within one year of completing an associate degree.
 - (C) Until the educational requirements are completed, each instructor approved under the provisions of this section shall be employed as a temporary instructor.
- (b) The minimum qualifications for service as an apprenticeship instructor teaching community college noncredit apprenticeship courses that are part of an apprenticeship program approved by the Division of Apprenticeship Standards shall be either of the following:
 - (1) The minimum qualifications for credit apprenticeship instruction as set forth in this section, or
 - (2) A high school diploma; and six years of occupational experience in the occupation

to be taught, including at least two years at the journeyman level; and sixty clock hours or four semester units in materials, methods, and evaluation of instruction. This last requirement may be satisfied concurrently during the first year of employment as an apprenticeship instructor.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b)(1)(B), 87356 and 87357, Education Code.

HISTORY

1. New section filed 10-30-90 with Secretary of State by Board of Governors, California Community Colleges; operative 11-30-90 (Register 90, No. 49). Submitted to OAL for printing only pursuant to Education Code section 70901.5(b).
2. Amendment of subsections (a), (b) and (b)(3) filed 10-25-91; operative 11-24-91 (Register 92, No. 9).
3. New subsections (c)-(c)(2) filed 6-26-92; operative 7-27-92 (Register 92, No. 26).
4. Amendment of section and Note filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
5. Repealer of subsections (a)-(a)(2), subsection relettering and amendment of newly designated subsections (a) and (b) filed 3-15-2006; operative 4-14-2006. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2006, No. 17).
6. Amendment of subsections (a) and (a)(2), new subsections (a)(3)-(a)(4)(C) and amendment of subsection (b) filed 8-1-2018; operative 8-31-2018. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2018, No. 33).

This database is current through 11/16/18 Register 2018, No. 46 5 CCR § 53413, 5 CA ADC § 53413

§ 53414. Minimum Qualifications for Disabled Students Programs and Services Employees.

- (a) The minimum qualifications for service as a community college counselor of students with

disabilities shall be satisfied by meeting one of the following requirements;

- (1) Master's degree in rehabilitation counseling, or
- (2) Master's degree in counseling, guidance counseling, student personnel, clinical or counseling psychology, education counseling, social work, career development, marriage and family therapy, marriage, family and child counseling, or a Bachelor's degree in marriage and family therapy or in marriage, family and child counseling and possession of a license as a Marriage and Family Therapist (MFT); and either fifteen or more semester units in upper division or graduate level course work specifically related to people with disabilities, or completion of six semester units, or the equivalent of a graduate-level counseling practicum or counseling field work courses, in a postsecondary Disabled Students Programs and Services (DSPS) Program or in a program dealing predominantly or exclusively with people with disabilities, or two years of fulltime experience, or the equivalent, in one or more of the following:
 - (A) Counseling for students with disabilities; or
 - (B) Counseling in industry, government, public agencies, military or private social welfare organizations in which the responsibilities of the position were predominantly or exclusively for persons with disabilities, or the equivalent.
- (b) The minimum requirements for service as a community college faculty member teaching a credit course in adapted physical education shall be the minimum qualifications for an instructor of credit physical education, and fifteen semester units of upper division or graduate study in adapted physical education.
- (c) The minimum requirements for service to work with students with speech and language disabilities shall be satisfied by meeting the following requirements:

- (1) Possession of a master's degree, or equivalent foreign degree, in speech pathology and audiology, or in communication disorders; and
- (2) Licensure or eligibility for licensure as a speech pathologist or audiologist by the Medical Board of California.
- (d) Except as provided in Subsections (a) through (c) above, the minimum requirements for service as a community college faculty member to provide credit specialized instruction for students with disabilities shall be satisfied by meeting the following requirements:
- (1) Possession of a master's degree, or equivalent foreign degree, in the category of disability, special education, education, psychology, educational psychology, or rehabilitation counseling; and
- (2) Fifteen semester units of upper division or graduate study in the area of disability, to include, but not be limited to:
- (A) Learning disabilities;
- (B) Developmental disabilities;
- (C) Deaf and hearing impaired;
- (D) Physical disabilities; or
- (E) Adapted computer technology.
- (e) The minimum qualifications for service as a faculty member to provide noncredit specialized instruction for students with disabilities shall be any one of the following:
- (1) The minimum qualifications for providing credit specialized instruction for students with disabilities as specified in this section.
- (2) A bachelor's degree with any of the following majors: education of students with specific or multiple disabilities; special education; psychology; physical education with an emphasis in adaptive physical education; communicative disorders; rehabilitation; computer-based education; other computer related majors which include course work on adapted or assistive computer technology for students with disabilities; other majors related to providing specialized instruction or services to persons with disabilities.
- (3) An associate degree with one of the majors specified in subparagraph (2) above; and four years of experience providing specialized instruction or services to persons in the disability category or categories being served.
- (4) For noncredit vocational courses, an associate degree or certificate of training; and four years of occupational experience related to the subject of the course taught; and two years of experience providing specialized instruction or services to persons in the disability category being served.
- (f) The minimum qualifications for service as a community college Learning Disabilities Specialist shall be Master's degree in Learning Disabilities, Special Education, Education, Psychology, Speech Language Pathology, Communication Disorders, Educational or School Psychology, Counseling, or Rehabilitation Counseling and fifteen semester units of upper division or graduate study in the area of learning disabilities, to include, but not limited to adult cognitive and achievement assessment or the equivalent.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901(b) (1)(B) and 87356, Education Code.

HISTORY

1. New section filed 10-30-90 with Secretary of State by Board of Governors, California Community Colleges; operative 11-30-90 (Register 90, No. 49). Submitted to OAL for printing only pursuant to Education Code section 70901.5(b).
2. Amendment filed 10-25-91; operative 11-2491 (Register 92, No. 9).
3. Amendment of subsections (a)(3), (b), (c)(2) and (d), and new subsections (e)-(e)(4) filed 6-26-92; operative 7-27-92 (Register 92, No. 26).
4. Amendment of section and Note filed 10-593; operative 11-4-93. Submitted to OAL for printing

only pursuant to Education Code section 70901.5 (Register 93, No. 42).

5. Amendment of subsection (a)(1), repealer of subsection (a)(2), subsection renumbering, amendment of newly designated subsections (a)(2)-(a)(2)(B) and new subsection (f) filed 8-1-2016; operative 8-31-2016. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2016, No. 34).

§ 53415. Minimum Qualifications for Learning Assistance or Learning Skills Coordinators or Instructors, and Tutoring Coordinators.

The minimum qualifications for service as a learning assistance or learning skills coordinator or instructor, or tutoring coordinator, shall be either (a) or (b) below:

- (a) the minimum qualifications to teach any master's level discipline in which learning assistance or tutoring is provided at the college where the coordinator is employed; or
- (b) a master's degree in education, educational psychology, or instructional psychology, or other master's degree with emphasis in adult learning theory.

Minimum qualifications do not apply to tutoring or learning assistance for which no apportionment is claimed.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901 and 87356, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).

§ 53416. Minimum Qualifications for Work Experience Instructors or Coordinators.

The minimum qualifications for an instructor or coordinator of general or occupational work experience education, as defined in Section 55252, shall be the minimum qualifications in any discipline in which work experience may be provided at the college where the instructor or coordinator is

employed.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901 and 87356, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).

§ 53417. Licensed or Certificated Occupations.

In addition to other minimum qualifications specified in this article, the minimum qualifications for a faculty member teaching any credit or noncredit course shall include a current, valid certificate to work or a license to practice in California, whenever the instructor's possession of such a certificate or license is required for program or course approval, or when current occupational certification is essential for effective instruction, as determined through local hiring procedures.

Note: Authority cited: Sections 70901 and 87356, Education Code. Reference: Sections 70901 and 87356, Education Code.

HISTORY

1. New section filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).

§ 53420. Minimum Qualifications for Educational Administrators.

The minimum qualifications for service as an educational administrator shall be both of the following:

- (a) Possession of a master's degree; and
- (b) One year of formal training, internship, or leadership experience reasonably related to the administrator's administrative assignment.

Note: Authority cited: Sections 66700, 70901 and 87356, Education Code. Reference: Sections 87002 and 87356, Education Code.

HISTORY

1. New section filed 6-5-90 by the Board of Governors, California Community Colleges, with the Secretary of State; operative 7-5-90. Submitted to OAL for printing only pursuant to Education Code section 70901.5(b) (Register 90, No. 37).
2. Amendment of section heading and first paragraph filed 10-25-91; operative 11-24-91 (Register 92, No. 9).
3. Amendment of section and Note filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).

§ 53430. Equivalencies.

- (a) No one may be hired to serve as a community college faculty or educational administrator unless the governing board determines that he or she possesses qualifications that are at least equivalent to the minimum qualifications specified in this Article or elsewhere in this Division. The criteria used by the governing board in making the determination shall be reflected in the governing board's action employing the individual.
- (b) The process, as well as criteria and standards by which the governing board reaches its determinations regarding faculty, shall be developed and agreed upon jointly by representatives of the governing board and the academic senate, and approved by the governing board. The agreed upon 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 faculty employed under the authority granted by this Section possesses qualifications that are at least equivalent to the applicable minimum qualifications specified in this Division.
- (c) The process shall further require that the academic senate be provided with an opportunity to present its views to the governing board before the governing board makes a determination; and that the written record of the

decision, including the views of the academic senate, shall be available for review pursuant to Education Code Section 87358.

- (d) Until a joint agreement is reached and approved pursuant to Subdivision (b), the district shall be bound by the minimum qualifications set forth in this Subchapter.

Note: Authority cited: Sections 66700, 70901 and 87359, Education Code. Reference: Section 87359, Education Code.

HISTORY

1. New section filed 6-5-90 by the Board of Governors, California Community Colleges, with the Secretary of State; operative 7-5-90. Submitted to OAL for printing only pursuant to Education Code section 70901.5(b) (Register 90, No. 37).
2. Amendment of subsections (a) and (b) filed 10-25-91; operative 11-24-91 (Register 92, No. 9).
3. Amendment filed 10-5-93; operative 11-4-93. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 93, No. 42).
4. Amendment of subsections (a), (b) and (d) filed 9-6-94; operative 10-6-94. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 94, No. 38).

CALIFORNIA CODE OF REGULATIONS

TITLE 5. EDUCATION DIVISION 6. CALIFORNIA COMMUNITY COLLEGES CHAPTER 4. EMPLOYEES SUBCHAPTER 5. FACULTY INTERNSHIP PROGRAMS

§ 53500. General Authority.

The governing board of any community college district may establish a faculty internship program pursuant to the provisions of this Subchapter and Section 87487 of the Education Code. In accordance therewith, governing boards may employ, as faculty interns within the program, graduate students enrolled in the California State University, the University of California, or any other accredited institution of higher education subject to Chapter 3 (commencing with Section 94300) of Part 59 of the Education Code or in vocational and technical fields where a master's degree is not generally expected or available, persons who are within one year of meeting the regular faculty minimum qualifications. Persons who meet the regular faculty minimum qualifications but who lack teaching experience may also be included in internship programs authorized by this Section to the extent authorized by the local governing board. A student employed as a faculty intern shall be employed as a temporary faculty member under Section 87482.5 of the Education Code, and shall meet the minimum qualifications specified in Section 53502.

For purposes of this Subchapter, the term "faculty intern" does not include any person, no matter how designated, who only assists in a class taught by a regularly qualified faculty member, and who has no independent responsibility for instruction or supervision of students. Such a person may be termed an "intern," and may serve as a volunteer or receive a stipend according to policies established by the district.

Note: Authority cited: Sections 70901 and 87487, Education Code. Reference: Section 87487, Education Code.

HISTORY

1. New section filed 4-3-92; operative 5-4-92 (Register 92, No. 15).

2. Amendment filed 9-6-94; operative 10-6-94. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 94, No. 38).
3. Amendment of first paragraph filed 9-3-96; operative 10-3-96. Submitted to OAL for printing only (Register 96, No. 40).

§ 53501. Purposes.

The purposes of the faculty internship program shall include, but not be limited to, the following:

- (a) To enhance the recruitment of qualified persons pursuing the master's or doctoral degrees, or both, into faculty positions in community colleges in California, particularly for disciplines for which recruitment is difficult and for disciplines in which a shortage of qualified faculty is anticipated. In order to accomplish this purpose, the internship program shall serve to introduce graduate students, before they approach the end of their graduate studies, to the community college environment and student population.
- (b) To enhance the recruitment of qualified persons pursuing an associate degree into faculty positions in community colleges in California, particularly for disciplines for which current industry experience is important and disciplines for which recruitment is difficult and in which a shortage of faculty is anticipated. In order to accomplish this purposes, the internship program shall serve to introduce industry practitioners to the community college environment and student populations while encouraging them to complete their associate degrees.
- (c) To enhance community college efforts toward building a diverse faculty. In order to accomplish this purpose, the internship program shall place special emphasis on promoting inclusive efforts to locate and attract qualified graduate students who are members of monitored groups as defined in section 53001(i).

Note: Authority cited: Sections 70901, 87105 and 87487, Education Code. Reference: Sections 87101 and 87487, Education Code.

HISTORY

1. New section filed 4-3-92; operative 5-4-92 (Register 92, No. 15).
2. New subsection (b) and subsection relettering filed 9-3-96; operative 10-3-96.
3. Submitted to OAL for printing only (Register 96, No. 40).
4. Amendment of first paragraph and subsections (b)-(c) filed 3-15-2006; operative 4-14-2006. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2006, No. 17).

§ 53502. Minimum Qualifications.

A student employed as a faculty intern shall meet the following minimum qualifications:

- (a) For those disciplines in which a master's degree is required, faculty interns shall be enrolled in a master's or doctoral program at the University of California, the California State University, or any other accredited institution of higher education subject to Chapter 3 (commencing with Section 94300) of Part 59 of the Education Code, and shall have completed at least one-half of the coursework, or the equivalent, in that graduate program.
- (b) For those disciplines for which a master's degree is not expected or required, the faculty intern shall possess any license or certificate required to do that work and (1) be within one year of completing the associate degree and have six years industry experience in the discipline, or (2) have completed the associate degree and have completed five years of industry experience in that discipline.
- (c) Faculty interns shall only be assigned to teach or to serve in a discipline in which they would be legally qualified to teach or render service upon completion of their graduate studies or associate degree and six years of industry experience in that discipline. A faculty intern shall be limited to two years of participation in the program.
- (d) Each faculty intern shall serve under the direct supervision of a mentor who is legally qualified

to teach the course or render the service that the faculty intern is providing. The district governing board shall ensure that faculty mentors provide substantial direct in-class supervision and evaluation of interns' teaching capabilities. The mentor shall have no other assigned duties during the time that the faculty intern is teaching or rendering service. The mentor is responsible for providing direct monitoring and systematic contact with the faculty intern.

Note: Authority cited: Sections 70901 and 87487, Education Code. Reference: Sections 70901 and 87487, Education Code.

HISTORY

1. New section filed 4-3-92; operative 5-4-92 (Register 92, No. 15).
2. Amendment filed 9-3-96; operative 10-3-96. Submitted to OAL for printing only (Register 96, No. 40).

CALIFORNIA CODE OF REGULATIONS

TITLE 5. EDUCATION DIVISION 6. CALIFORNIA COMMUNITY COLLEGES CHAPTER 7. SPECIAL PROGRAMS SUBCHAPTER 1. DISABLED STUDENT PROGRAMS AND SERVICES

Article 3. Reports, Plans and Program Requirements

§ 56048. Staffing.

- (a) Each district receiving funds pursuant to this subchapter shall ensure sufficient DSPS certificated and support staff to provide timely and effective services to eligible students with disabilities.
- (b) Each district receiving funds pursuant to this subchapter shall designate a DSPS coordinator or director for each college in the district. For the purpose of this section, the coordinator or director is defined as that individual for each college in the district who has responsibility for the day-to-day operation of DSPS, which is necessary to implement Subchapter 1 of Chapter 7 of this Division. For the coordinator or director, those responsibilities shall include, but are not limited to, integration of DSPS into the college's instruction and services, the provision of academic adjustments, auxiliary aids, and services, maintaining knowledge of the legal responsibilities regarding students with disabilities participation in the educational process, and budget planning. The designated coordinator or director must meet the minimum qualifications for a DSPS counselor or instructor set forth in Section 53414(a) through (d) or meet the minimum qualifications for an educational administrator set forth in Section 53420 and, in addition, have two (2) years full-time experience or the equivalent within the last four (4) years in one or more of the following fields:

- (1) instruction or counseling or both in a higher education program for students with disabilities;

- (2) administration of a program for students with disabilities in an institution of higher education;
- (3) teaching, counseling or administration in secondary education, working predominantly or exclusively in programs for students with disabilities; or
- (4) administrative or supervisory experience in industry, government, public agencies, the military, or private social welfare organizations, in which the responsibilities of the position were predominantly or exclusively related to persons with disabilities.

- (c) Persons employed pursuant to this Subchapter as counselors or instructors of students with disabilities shall meet minimum qualifications set forth in Section 53414 of Subchapter 4 of Chapter 4 of this Division.
- (d) Districts receiving funding pursuant to this subchapter may also employ classified and/or paraprofessional support staff. Support staff shall function under the coordination of a DSPS coordinator or director, counselor, LD Specialist, or instructor as appropriate for the academic adjustments, auxiliary aids, services and/or instruction being provided.

Note: Authority cited: Sections 67312, 70901 and 84850, Education Code. Reference: Sections 67310-67312 and 84850, Education Code.

HISTORY

1. Repealer and new section filed 3-29-88; operative 4-28-88 (Register 88, No. 16). For prior history, see Register 83, No. 18.
2. Repealer and new section filed 2-4-93; operative 3-6-93 (Register 93, No. 6).
3. Amendment of section and Note filed 9-17-2015; operative 10-17-2015. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2015, No. 38).

CALIFORNIA CODE OF REGULATIONS

TITLE 5. EDUCATION DIVISION 6. CALIFORNIA COMMUNITY COLLEGES CHAPTER 7. SPECIAL PROGRAMS SUBCHAPTER 2.5. EXTENDED OPPORTUNITY PROGRAMS AND SERVICES

Article 5. Staffing Standards §

56260. Staff.

EOPS shall be provided by a certificated director, instructors and counselors and other support staff employed by the governing board of the community college district. All staff funded by EOPS who are not supervised by the EOPS Director shall be accountable to the EOPS Director for the services rendered to EOPS students pursuant to the approved EOPS program plan.

Note: Authority cited: Sections 69648 and 70901, Education Code. Reference: Sections 6964069655, Education Code.

HISTORY

1. New section filed 9-24-87; operative 10-24-87 (Register 87, No. 40).
2. Change without regulatory effect amending section and Note filed 3-15-2006 pursuant to section 100, title 1, California Code of Regulations. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2006, No. 17).

§ 56262. Director Qualifications.

- (a) The EOPS Director must meet the minimum qualifications for a student services administrator as specified in section 53420 of this part, or must possess a Community College Supervisor Credential.
- (b) In addition, an EOPS Director hired after October 24, 1987, must have, within the last four years, two years of experience or the equivalent:
 - (1) In the management or administration of educational programs, community

organizations, government programs, or private industry in which the applicant dealt predominantly with ethnic minorities or persons handicapped by language, social or economic disadvantages or,

- (2) As a community college EOPS counselor or EOPS instructor, or have comparable experience in working with disadvantaged clientele.
- (c) In addition, an EOPS director hired after October 24, 1987, shall have completed a minimum of six units of college-level coursework predominantly relating to ethnic minorities or persons handicapped by educational, language, or social disadvantages.

Note: Authority cited: Sections 69648, 70901(b) (1) (B) and 87356, Education Code. Reference: Sections 70901(b)(1)(B), 87356 and 87357, Education Code.

HISTORY

1. New section filed 9-24-87; operative 10-24-87 (Register 87, No. 40).
2. Amendment filed 10-30-90 with Secretary of State by Board of Governors, California Community Colleges; operative 11-30-90 (Register 90, No. 49). Submitted to OAL for printing only pursuant to Education Code, section 70901.5(b).
3. Editorial correction of printing error in subsection (a) (Register 91, No. 29).

§ 56264. Counselor Qualifications.

- (a) EOPS “Counselors” are those persons designated by the community college to serve as certificated counselors in the EOPS program and must possess the Community College Counselor Credential or possess a master’s degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, or career development, or the equivalent, and
- (b) In addition, EOPS counselors hired after October 24, 1987, shall:
 - (1) Have completed a minimum of nine semester units of college course work predominantly

relating to ethnic minorities or persons handicapped by language, social, or economic disadvantages or,

(2) Have completed six semester units or the equivalent of a college-level counseling practicum or counseling field-work courses in a community college EOPS program, or in a program dealing predominantly with ethnic minorities or persons handicapped by language, social, or economic disadvantages and,

(c) In addition, an EOPS counselor hired after October 24, 1987, shall have two years of occupational experience in work relating to ethnic minorities or persons handicapped by language, social, or economic disadvantages.

Note: Authority cited: Sections 69648 and 70901, Education Code. Reference: Sections 6964069655, Education Code.

HISTORY

1. New section filed 9-24-87; operative 10-24-87 (Register 87, No. 40).
2. Amendment filed 10-30-90 with Secretary of State by Board of Governors, California Community Colleges; operative 11-30-90 (Register 90, No. 49). Submitted to OAL for printing only pursuant to Education Code section 70901.5(b).
3. Change without regulatory effect amending Note filed 3-15-2006 pursuant to section 100, title 1, California Code of Regulations. Submitted to OAL for printing only pursuant to Education Code section 70901.5 (Register 2006, No. 17)

Front cover photo: Students and their instructor in class at College of San Mateo

Photo at right: IT Students and instructor at Mission College

Back cover photo: Palomar College health students with their instructor



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