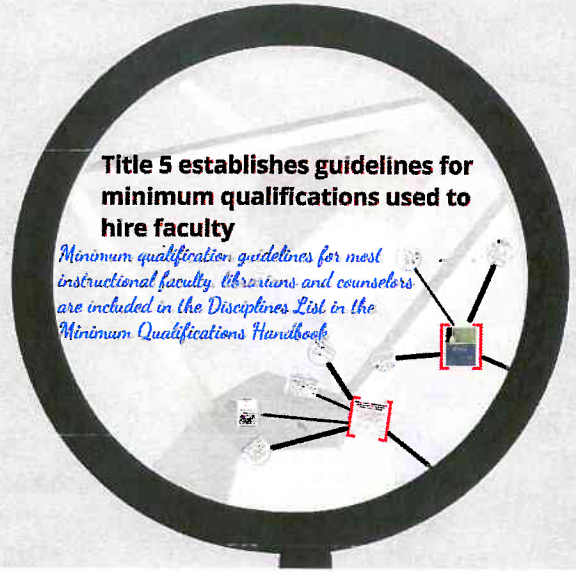


Evolution and the Minimum Qualifications Disciplines List: Integrating Outliers

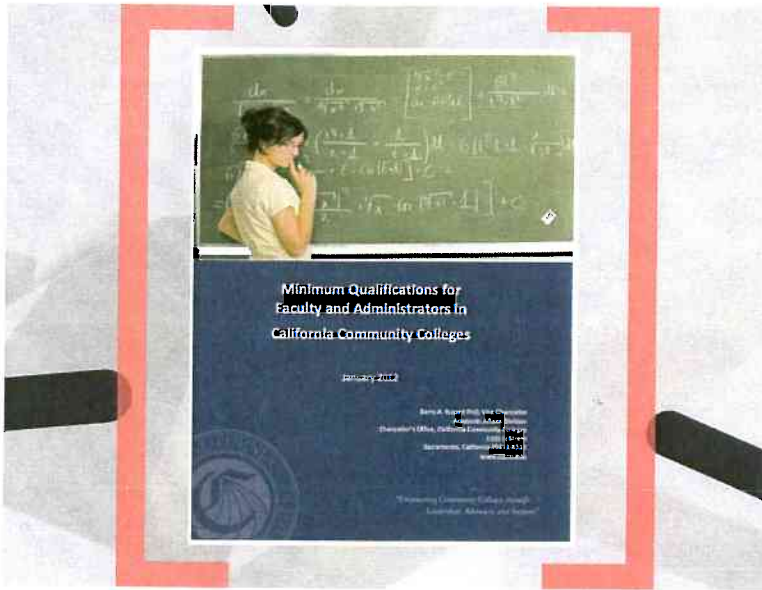
Cheryl Aschenbach
Lassen College
Joseph Bielanski
Berkeley City College
Michelle Grimes-Hillman
ASCC Standards
Equity, Access, and
Policy Committee
Chair

Fall Plenary 2012



Title 5 establishes guidelines for minimum qualifications used to hire faculty

Minimum qualification guidelines for most instructional faculty, librarians and counselors are included in the Disciplines List in the Minimum Qualifications Handbook



ALPHABETICAL LISTING OF ALL DISCIPLINES

This is a comprehensive list of all of the disciplines included in the handbook. The list contains four columns for: the discipline, the minimum qualifications for the discipline, if it requires a Master's degree and is therefore on the list for disciplines requiring a Master's degree and if there is a specific statutory or regulation that applies to the discipline.

Discipline (other than those included in the Discipline List)	Minimum Qualifications	Master's degree required	Statutory Law or Regulation apply
Accounting	Master's degree in accountancy or business administration with accounting concentration OR bachelor's degree in business with accounting emphasis or business administration with accounting emphasis or economics with an accounting emphasis AND master's degree in business, business administration, business education, economics, taxation, or finance OR the equivalent. (NOTE: A bachelor's degree in accountancy or business administration with accounting concentration, with a CPA license is an alternative qualification for this discipline)	Yes	Title 5, section 53410.1.
Addition paraprofessional training	Any bachelor's degree and two years of professional experience, or any associate degree and six years of professional experience.		
Administration of justice (police science, corrections, law enforcement)	Any bachelor's degree and two years of professional experience, or any associate degree and six years of professional experience.		

DISCIPLINES REQUIRING A MASTER'S DEGREE

This section of the handbook contains a list of the disciplines requiring a Master's degree. These disciplines will be used in conjunction with the board of governors' minimum qualifications regulations (Title 5, sections 53400-53408). Applicable rules specified in this section are listed below:

- Degrees and credits generally must be from accredited institutions (Section 53400).
- An international degree or certificate is accepted in certain instances (Section 53411).
- An online degree may be accepted by a district, but not equivalent to those listed on the disciplines list, according to criteria and procedures agreed upon by the governing board and the academic senate (Section 53407).

Whenever this list mentions a "Master's degree," any degree beyond the Master's degree would also qualify that requirement.

Under each of the disciplines below, the phrase "OR the equivalent" refers to the possibility of having faculty who do not possess the exact degree listed, under a board process outlined and agreed upon by representatives of the governing board and the academic senate, as provided for in Education Code Section 53399 and Title 5, section 53410.

Further, these lists only reflect the statewide minimum requirements to be considered acceptable for search in a discipline. Each district may establish additional qualifications which are more rigorous than those listed here:

Discipline	Degrees included in the list	Equivalent
Accounting	Master's degree in accountancy or business administration with accounting concentration OR bachelor's degree in business with accounting emphasis or business administration with accounting emphasis or economics with an accounting emphasis AND master's degree in business, business administration, business education, economics, taxation, or finance OR the equivalent.	CPA license

(NOTE: A bachelor's degree in accountancy or business administration with accounting concentration, with a CPA license is an alternative qualification for this discipline, accepted for hire in January 2010.)

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1 Disciplines requiring a Master's degree

This section of the handbook contains a list of the disciplines in which a master's degree is not generally available but which requires a specific bachelor's degree or associate degree. The minimum qualifications for disciplines on this list are specifically named bachelor's degree(s) and two years of professional experience 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. This is a new category created in May 2009.

Discipline	Degrees included in the Discipline
Biotechnology	bachelor's degree in the biological sciences, chemistry, biochemistry, or engineering, and two years of full-time related professional experience.

2 Disciplines in which a Master's is not generally expected or available but which requires a specific Bachelor's or Associate degree

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

Discipline	Areas Included in the Discipline
Addition paraprofessional	
Baking	
Administration of justice	public relations, corrections, law enforcement
Aerodynamics	airframe and power plant, aircraft mechanics, aeronautical engineering technician, avionics
Agricultural mechanics and related services	inspection, block 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
Aerial training and management	basic aerial training
Appliance repair	sewing machines
Archaeological technology	
Architecture	
Artistic training	(Note: This discipline listing applies only to instructors teaching appointment generating courses in the subject of artistic training. Non-appointment generating artistic training activity is not subject to minimum qualifications.) artistic and classic auto restoration
Auto body technology	
Automotive technology	
Aviation	flight, navigation, ground school, air traffic control
Banking and finance	
Barbering	
Bicycle repair	
Bookbinding	
Broadcasting technology	film making/ video, media production, radio/TV

3 Disciplines in which a Master's degree is not generally available

However, minimum qualifications for all faculty positions are not currently included in the disciplines list

Separate sections of minimum qualifications from Title 5 remain in the back of the MQ Handbook and are not included in the disciplines list

These sections are harder to find, are often overlooked, and because they are directly quoted from Title 5 are harder to revise

*Work Experience
Instructors or Coordinators*
DSP&S Faculty
EOPE&S Counselors
Instructors of Noncredit Courses
Learning Assistance or Learning Skills Coordinators and Tutoring Coordinators

MQs for Learning Assistance or Learning Skills Coordinators or Instructors, and Tutoring Coordinators

§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.

- the minimum qualifications to teach 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.

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

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

MQs for Instructors of Noncredit Courses

§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:

- For an interdisciplinary noncredit basic skills course, a bachelor's degree in any social science, humanities, mathematics, or natural science discipline or in liberal studies, as appropriate for the course.
- For a noncredit basic skills course in mathematics, a bachelor's degree in mathematics.
- 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.

§ 53412 Minimum Qualifications for Faculty and Administrators in California Community Colleges

CALIFORNIA CODE OF REGULATIONS, TITLE 5 SECTIONS ON MINIMUM QUALIFICATIONS

- For a noncredit course in citizenship, a bachelor's degree in any discipline, and six semester units in American history and institutions.
- For a noncredit course in English as a second language (ESL), any one of the following:
 - A bachelor's degree in teaching English as a second language or teaching English to speakers of other languages.
 - 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.
 - A bachelor's degree with any of the majors specified in subparagraph (1) 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.
- Possession of a full-time, clear California Designated Subjects Adult Education Teaching Credential authorizing instruction in ESL.
- For a noncredit course in health and safety, a bachelor's degree in human science, health education, history, 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.

MQs for DSP&S Faculty

§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:

- Possession of a master's degree, or equivalent foreign degree, in rehabilitation counseling, or
- Possession of a master's degree, or equivalent foreign degree, in special education, and twenty four or more semester units in upper division or graduate level course work in counseling, guidance, student personnel, psychology, or social work; or
- A master's degree in counseling, guidance, student personnel, psychology, career development, or social welfare; and either twelve or more semester units in upper division or graduate level course work specifically in counseling or rehabilitation of individuals with disabilities, or two years of full-time experience, or the equivalent, in one or more of the following:

- Counseling or guidance for students with disabilities; or
- Counseling and/or guidance 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.

More DSP&S Faculty MQs

(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:

- Possession of a master's degree, 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.

Past resolutions have directed ASCCC to work with the Chancellor's Office to integrate the outliers into the Disciplines List.

Now is the time!

We are looking for your feedback in preparation for a spring resolution to approve a plan to integrate outliers that will be submitted to Chancellor's Office.

consider & comment on:

Pros Cons
Unintended consequences

SAMPLE

Discipline (other areas included in the discipline)	Minimum Qualifications	Masters	Statutory Law or Regulation apply
Counseling	Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, or career development, OR The equivalent <i>(NOTE: A license as a Marriage and Family Therapist (MFT) is an alternative qualification for this discipline, pursuant to Title 5 Section 53410.1)</i>	X	Title 5 Section 53410.1
Counseling: DSPS	Possession of a master's degree, or equivalent foreign degree, in rehabilitation counseling, OR Possession of a master's degree, or equivalent foreign degree, in special education, and twenty four or more semester units in upper division or graduate level course work in counseling, guidance, student personnel, psychology, or social work, OR A master's degree in counseling, guidance, student personnel, psychology, career development, or social welfare, and either twelve or more semester units in upper division or graduate level course work specifically in counseling or rehabilitation of individuals with	X	Title 5 Section 53414(n)

Discipline (other areas included in the discipline)	Minimum Qualifications	Masters	Statutory Law or Regulation apply
Counseling: EOPS	Master's degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, or career development, or the equivalent, AND 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 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 disadvantage.	X	

Discipline (other areas included in the discipline)	Minimum Qualifications	Masters	Statutory Law or Regulation apply
Learning Assistance or Learning Skills Coordinators or Tutoring Coordinators	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 appointment is claimed.</i>	X	Title 5 Section 53415
Legal Assisting (Paralegal)	The minimum qualifications for disciplines on this list are any bachelor's degree and two years of experience, or any associate degree and six years of experience.		
Library Technology	The minimum qualifications for disciplines on this list are any bachelor's degree and two years of experience, or any associate degree and six years of experience.		
Library Science	Master's in library science, library and information science, OR	X	

SAMPLE

Discipline (other areas included in the discipline)	Minimum Qualifications	Masters	Statutory Law or Regulation apply
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	X	
Mathematics—Basic Skills: Noncredit	Bachelor's degree in mathematics.		Title 5 Section 53412(b)

SAMPLE

Discipline (other areas included in the discipline)	Minimum Qualifications	Masters	Statutory Law or Regulation apply
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	X	
Reading—Basic Skills: Noncredit	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		Title 5 Section 53412

Questions?
Additional
Comments?

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