

***MINIMUM
QUALIFICATIONS FOR
FACULTY AND
ADMINISTRATORS IN
CALIFORNIA COMMUNITY
COLLEGES***

*The Academic Senate for
California Community Colleges*

**Approved by the Board of Governors
California Community Colleges
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**Minimum Qualifications for
Faculty and Administrators in
California Community Colleges**

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Disciplines Requiring the Master's Degree

These disciplines lists must be used in conjunction with the Board of Governors' minimum qualifications regulations (Title 5, Sections 53400-430). A few of the applicable rules specified in Title 5 are:

- 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).

Title 5 regulations also specify minimum qualifications for additional faculty members, including health services professionals, noncredit instructors, apprenticeship instructors, DSPS personnel, EOPS personnel, learning assistance and tutoring coordinators, and work experience coordinators.

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.

Accounting: Master's in accountancy or business administration with accounting concentration **OR**
Bachelor's in business with accounting emphasis or business administration with accounting emphasis or economics with an accounting emphasis **AND**
Master's in business, business education, taxation, or finance **OR**
The equivalent
(NOTE: A bachelor's degree with a CPA license is an alternative qualification for this discipline, pursuant to Title 5, Section 53410.1.)

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- Agriculture:** Master's in agriculture, agriculture sciences or education with a specialization in agriculture **OR**
Bachelor's in any of the above **AND** Master's in agriculture business, natural resources, animal science, plant science, soil science, forestry, pomology, agricultural engineering, environmental horticulture, agronomy, or ecology **OR**
The equivalent
- Anthropology:** Master's in anthropology or archaeology **OR**
Bachelor's in either of the above **AND** Master's in sociology, biological sciences, forensic sciences, genetics or paleontology **OR**
The equivalent
- Art:** Master's in fine arts, art, or art history **OR**
Bachelor's in any of the above **AND** Master's in humanities **OR**
The equivalent
(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, print making, ceramics, textiles, and metal and jewelry art; and also art education and art therapy. It does not refer to the "Master of Fine Arts" (M.F.A.) degree when that degree is based on specialization in performing arts or dance, film, video, photography, creative writing, or other nonplastic arts.)
- 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

- 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 **AND** Master's in biochemistry, chemical engineering, chemical physics, physics, molecular biology, or geochemistry **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, 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
- Computer Science:** Master's in computer science or computer engineering **OR**
Bachelor's in either of the above **AND** Master's in mathematics, cybernetics, business administration, accounting, or engineering **OR**
Bachelor's in engineering **AND** Master's in cybernetics, engineering, mathematics, or business administration **OR**
Bachelor's in mathematics **AND** Master's in cybernetics, engineering, mathematics, or business administration **OR**
The equivalent
(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.)
- Counseling:** Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, or career development, **OR**
The equivalent
(NOTE: A license as a Marriage, Family, and Child Counselor is an alternative qualification for this discipline, pursuant to Title 5, Section 53410.1.)

4 *Disciplines: Master's Degree Requirements*

- 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
- Dietetics:** See Nutritional Science/Dietetics
- Drama/Theater Arts:** Master's in drama/theater arts/performance **OR**
Bachelor's in drama/theater arts/performance **AND** Master's in comparative literature, English, speech, literature, or humanities **OR**
The equivalent
- Earth Science:** Master's in geology, geophysics, earth sciences, meteorology, oceanography, or paleontology **OR**
Bachelor's in geology **AND** Master's in geography, physics, or geochemistry **OR**
The equivalent
- 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:** 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
(NOTE: A bachelor's in any field of engineering with a professional engineer's license is an alternative qualification for this discipline, pursuant to Title 5, Section 53410.1.)

Engineering Technology:	Master's in any field of engineering technology or engineering OR Bachelor's in either of the above AND Master's in physics, mathematics, computer science, biological science, or chemistry OR The equivalent
English:	Master's in English, literature, comparative literature, or composition OR Bachelor's in any of the above AND Master's in linguistics, creative writing, or journalism OR The equivalent
ESL:	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 OR 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 OR The equivalent
Ethnic Studies:	Master's in the ethnic studies field OR The equivalent OR See Interdisciplinary Studies
Family and Consumer Studies/Home Economics:	Master's in family and consumer studies, life management/home economics, or home economics education OR Bachelor's in any of the above AND 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 OR The equivalent
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

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- Gerontology:** Master's in gerontology **OR**
The equivalent **OR**
See Interdisciplinary Studies
- Health:** Master's in health science, health education, biology, nursing, physical education, dietetics, or nutrition **OR**
Bachelor's in any of the above **AND** Master's in public health, or any biological science **OR**
The equivalent
- Health Services Director/
Health Services Coordinator/College Nurse:** *(Minimum qualifications for these faculty members are specified in Title 5, Section 53411.)*
- History:** Master's in history **OR**
Bachelor's in history **AND** Master's in political science, humanities, geography, area studies, women's studies, social science, or ethnic studies **OR**
The equivalent
- Humanities:** Master's in humanities **OR**
The equivalent **OR**
See Interdisciplinary Studies
- Instructional Design/
Technology:** Master's in instructional design/technology **OR**
The equivalent
- Interdisciplinary Studies:** Master's in the interdisciplinary area **OR**
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
- Journalism:** Master's in journalism or communication with a specialization in journalism **OR**
Bachelor's in either of the above **AND** master's in English, history, communication, literature, composition, comparative literature, any social science, business, business administration, marketing, graphics, or photography **OR**
The equivalent

- Law:** JD or LL.B. (*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.*)
- Learning Assistance Instructors:** (*Minimum qualifications for these faculty members are specified in Title 5, Section 53415.*)
- Library Science:** Master's in library science, library and information science **OR**
The equivalent
- 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, speech communication, business, or telecommunications, or English **OR**
The equivalent
- 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
- Nutritional
Science/
Dietetics:** 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
*(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, pursuant to Title 5, Section 53410.1.)*
- 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.
- Physical
Education:** Master's in physical education or education with an emphasis in physical
education, kinesiology, physiology of exercise, or adaptive physical
education **OR**
Bachelor's in either of the above **AND** Master's in any life science, dance,
physiology, health education, recreation administration, kinesiology, or
physical therapy **OR**
The equivalent
- Physical
Sciences:** See Interdisciplinary Studies
- 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, public administration or international relations **OR**
Bachelor's in any of the above **AND** Master's in economics, history, 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 psychiatric social work **OR**
The equivalent **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**
See Interdisciplinary Studies
- 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
- Special Education:** *(Minimum qualification for these faculty members are specified in Title 5, Section 53414.)*

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- Speech:** Master's in speech, speech broadcasting, telecommunications, rhetoric, communication, 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
- Theater Arts:** See Drama/Theater Arts
- Women's Studies:** Master's in women's studies **OR**
The equivalent **OR**
See Interdisciplinary Studies

Disciplines in Which the Master's Degree is Not Generally Expected or Available

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. Please see other notes at the beginning of "Disciplines Requiring the Master's Degree."

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.

<u>Discipline</u>	<u>Areas also included in the discipline</u>
Addiction paraprofessional training	
Administration of justice	Police science, corrections, law enforcement
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 health technology	
Animal training and management	Exotic animal training
Appliance repair	Vending machines
Archaeological technology	
Architecture	
Athletic training	<i>(Note: 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 qualification.)</i>

12 *Disciplines: Master's Degree Not Generally Expected/Available*

Discipline	Areas also included in the discipline
Auto body technology	Antique and classic auto restoration
Auto mechanics	
Aviation	Flight, navigation, ground school, air traffic control
Banking and finance	
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	
Cabinetmaking	
Cardiovascular technology	
Carpentry	
Coaching	
Commercial art	Sign making, lettering, packaging, rendering
Commercial music	
Ceramic technology	
Computer information systems	Computer network installation, microcomputer technology, computer applications
Computer service technology	
Construction management	

Discipline	Areas also included in the discipline
Construction technology	
Cosmetology	
Court interpreting	
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	
Drafting	
Electricity	Electrical power distribution
Electromechanical technology	Industrial mechanical technology
Electronics	Avionics
Electronics technology	Radio, television, computer repair, avionics
Electromicroscopy	
Electroplating	
Emergency medical technologies	
Engineering support	Surveying, engineering aids
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

Discipline	Areas also included in the discipline
Equine science	Equine training, equitation, ferrier science, pack horse management
Estimating	
Fabric Care	Laundry and dry cleaning
Fashion and related technologies	Merchandizing, 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
Health information technology	Medical record technology
Heavy duty equipment mechanics	
Hotel and motel services	
Industrial design	
Industrial maintenance	
Industrial relations	
Industrial safety	

Discipline	Areas also included in the discipline
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	
Masonry	Concrete, cement work, bricklaying
Materials testing technology	Destructive testing or nondestructive examination
Media production	Also see Broadcasting technology
Medical instrument repair	
Mining and metallurgy	Oil field operations
Mortuary science	
Motorcycle repair	
Music management	

<u>Discipline</u>	<u>Areas also included in the discipline</u>
Music merchandizing	
Musical instrument repair	
Nursing science: clinical practice	
Occupational therapy assisting	
Office technologies	Secretarial skills, office systems, word processing, computer applications, automated office training
Ornamental horticulture	Landscape horticulture, design, maintenance, landscape architecture, floristry, floral design
Pharmacy technology	
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	
Radiologic technology	
Radiation therapy	
Real estate	

Discipline	Areas also included in the discipline
Rehabilitation technician	
Radiation therapy	
Real estate	
Rehabilitation technician	
Respiratory technician	
Respiratory technologies	
Restaurant management	
Retailing	Purchasing, merchandising, sales
Robotics	Computer integrated manufacturing
Sanitation and public health technology	
Search and rescue	
Sheet metal	
Ship and boat building and repair	
Shoe rebuilding	
Sign language	
Small business development	Entrepreneurship
Small engine mechanics	
Stagecraft	
Steamfitting	
Surgical technology	
Telecommunication technology	
Transportation	Dispatching

Discipline	Areas also included in the discipline
Travel services	
Upholstering	
Vision care technology	
Watch and clock repair	
Welding	