

BAKERSFIELD COLLEGE
EQUIVALENCY COMMITTEE
GUIDE TO QUALIFICATIONS AND EQUIVALENCE

I. REQUIREMENT

CALIFORNIA CODE OF REGULATIONS

Title 5, Division 6, Chapter 4, Subsection 4.

Article 2

Section 53410

QUALIFICATIONS AND EQUIVALENCE

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 a discipline reasonably related to 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, which are, generally in specialized technical, trade, or industrial fields, either of the following:
 1. Possession of a bachelor's degree, or equivalent foreign degree, plus two years of professional experience directly related to the faculty member's assignment.
 2. Possession of an associate degree, or equivalent foreign degree, plus six years of professional experience, directly related to the faculty member's assignment.

Section 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 the 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 the 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 judgement of the academic senate to determine that each individual faculty employed under the authority granted by this section possess qualifications specified in this division.

- c. The process shall further require that the academic senate be provided with the 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.

II. PROCEDURE SATISFYING SECTION 2.1 AND 2.2

Parts 2.1 and 2.2 are two methods of petitioning the committee for approval based on equivalencies. When submitting materials for either of these methods it will be necessary to submit the items indicated as evidence to support the petition.

2.1 COURSEWORK EQUIVALENT TO A DEGREE

- 1 List current degree(s), Issuing institution(s) and year(s) granted. Also indicate discipline(s) for degree(s).
- 2 List upper division and graduate classes that would apply towards a masters degree for which equivalency is being sought. Indicate units of credit for each class.
- 3 Supply transcripts as documentation for degrees and coursework listed above.

2.2 COURSEWORK, WORK EXPERIENCE, SPECIALIZED TRAINING, ETC. EQUIVALENT TO ASSOCIATE DEGREE AND PROFESSIONAL EXPERIENCE.

- 1 List and present documentation of any degree(s) held and respective discipline. Also indicate issuing institution and year granted.
- 2 List and present documentation of any formal training related to the teaching assignment.
- 3 List and document, include inclusive dates, work and volunteer experiences related to the teaching assignment.
- 4 FOR EQUIVALENCY TO AND ASSOCIATE DEGREE:
 - a. Equate training and/or work or volunteer experience to courses that would normally be part of the requirements for the degree. (Refer to the General Education and Program Major sections of a college catalog for required classes)

EXAMPLE (for 2.2 4-a)

The following information is being submitted to establish equivalence for Maria Alvarado who will be teaching in the Environmental Technology program. She has earned a Certificate in Environmental Technology from Fullerton College and has been employed in the environmental and Safety field for nine years.

English The applicant has written the safety training manual for ARCO Production Division of ARCO Petroleum Corporation. (Copy of document provided) The development of this document demonstrates that this person can use written communication to convey ideas, concepts, and procedures in a clear and effective manner at the level of a person who has successfully completed English 1.

Speech Maria has been the Safety Training Officer for ARCO Production Division for nine years. She has been responsible for developing and conducting training programs covering OSHA and EPA compliance issues for 850 employees in the region totaling 9,000 hours of instruction during that time.

Social Sciences Political Science 1 and Business A 20 are both classes which meet this requirement. As a person involved with environmental and safety issues she is continually participating in the governmental legislative process. Initiating changes in regulations, teaching proposed new regulations, influencing final regulations and interfacing with governmental agencies on compliance issues are all part of this persons job. Implementing compliance programs within the company involves total involvement with the corporate structure and requires reasonable understanding of the corporate culture to perform the job. The above mentioned activities are similar to what would be learned by taking Poly S 1 or Bus a 20.

Science As a safety officer she must, on a daily basis, use references and materials that deal with hazardous chemicals, their composition, harmful properties and neutralization procedures. Knowledge of target organs, effects of various substances and methods of personal protection demonstrates knowledge, and application on a daily basis, of principles found

in basic chemistry and health science courses. As part of her preparation for the job she took several applied science courses such as Chemistry of Hazardous Materials, Hazardous Materials Categorization (HazCat) and principles of toxicology. (Completion certificates attached)

Humanities Art 17ab, Elementary Photography, meets this requirement. Maria has been an avid photographer as a hobby and has beginning and advanced photography classes in pursuit of her hobby. (See attached transcripts)

Math, Logic, Computer Science Maria completed intermediate and advanced algebra courses in pursuit of her Environmental Technology Certificate. (See attached transcripts)

Health. Health Science and toxicology courses were part of her certificate program. They are listed on the transcript. As safety officer she has had additional training relating to drug abuse, stress and ergonomics.

Reference KCCD Board Policy, Section Six

file MinQuals'94

