

## **Faculty Service Areas, Minimum Qualifications, and Equivalencies**

### Faculty Service Areas

Faculty service areas shall be established after negotiation and consultation as required by law with the appropriate faculty representatives, and included in the collective bargaining agreement.

### Minimum Qualifications

Faculty shall meet minimum qualifications established by the Board of Governors, or shall possess qualifications that are at least equivalent to the minimum qualifications set out in the regulations of the Board of Governors.

### Determination of Equivalencies

When an applicant for a faculty position lacks the exact degree or experience specified in the Disciplines List of the Board of Governors that establishes the minimum qualifications for hire, nonetheless does possess qualifications that are at least equivalent to those required by the Disciplines List. The Selection Committee will refer the file to the Equivalency Committee (See Administrative Regulation 7120).

All faculty position announcements will state the required qualifications as specified by the Disciplines List, including the possibility of meeting the equivalent of the required degree or experience, where applicable.

District application forms for faculty positions will ask applicants to state whether they meet the minimum qualifications of the Disciplines List or whether they believe they meet the equivalent. Those claiming equivalency will then be asked to state their reasons and to present evidence. It will be the responsibility of the applicant to supply all evidence and documentation for the claim of equivalency at the time of application using the campus equivalency form. Equivalencies will be handled pursuant to Administrative Regulation 7120, Section 8.

All units and degrees must all be earned from a postsecondary educational institution. The accreditation must be valid at the time the units and degrees were earned. Degrees acquired outside the United States must be accompanied by an evaluation service assessment. See Administrative Regulation 7130.

References: Education Code Sections 87001, 87003, 87743.2; Title 5 Section 53400 et seq.

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