

Coast Community College District
BOARD POLICY
Chapter 5a
Certificated Employees Personnel Policies

BP 7839 Faculty Qualifications

Legal References

Education Code Sections 87001, 87355-87360

Title 5, Sections 53400-53430

All candidates applying for a faculty position, whether full or part-time, must possess the minimum qualifications, which are required by the State to teach in the discipline. Minimum Qualifications are described in the State Chancellor's Office Publication *The Minimum Qualifications for Faculty and Administrators in California Community Colleges* ("Disciplines List") approved by the Board of Governors of the California Community Colleges. The Search Committee for each position will determine if a candidate meets the minimum qualifications. Each advertised position will include a statement of Minimum Qualifications and may include a statement of Desirable Qualifications.

An equivalency process provides an alternative method of meeting the minimum qualifications for hire as a faculty member. In this context "equivalent" means "the same as" or "equal to" the qualifications on the Disciplines List. Equivalency is determined by a faculty committee appointed by the Academic Senate and is consistent with the adopted District faculty hiring policy and procedure. If a candidate is deemed qualified through the equivalency process and is hired as a faculty member, this person will be considered the same in all respects as someone qualified by meeting the requirements as stated on the Disciplines List.

Desirable qualifications are those beyond the minimum qualifications and are determined by the discipline faculty, Search Committee and Academic and should be considered pertinent to success in the position. Desirable qualifications may include subject area knowledge and competency, teaching and communication skills, commitment to professional growth and service, and a potential for contributing to overall college effectiveness.

Desirable qualifications should ensure that the college faculty are sensitive to diversity, representative of the surrounding communities, and well prepared by training and experience to effectively respond to the educational needs of all the populations served by community colleges.

Desirable qualifications may include, but are not limited to, the following:

1. Academic qualifications beyond the minimum set by law and regulation if these qualifications would provide the basis for better teaching or other service.
2. Pedagogical skill as demonstrated by relevant experience, education and effectiveness as a faculty member.

Adopted March 3, 2010

Replaces CCCD Policy 060-1-12, Spring 2011