

**TITLE 5 REGULATIONS REVISIONS  
ON MINIMUM QUALIFICATIONS FOR  
COMMUNITY COLLEGE  
EMPLOYMENT**

**3.1**

***ACTION***

***Presentation:*** *Carole Bogue-Feinour, Vice Chancellor, Academic Affairs*  
*Mark Wade Lieu, President, Academic Senate*

**Issue**

This item proposes amendments to the Board of Governors' regulations which define the employment minimum qualifications to teach at a California Community College. The amendments would enable the Academic Senate to identify, for the Board's subsequent adoption, disciplines where a Master's degree is generally not expected or available, which would nonetheless require teaching candidates, as a precondition of their employment, to have been awarded either a Bachelor's or Associate degree in a specific discipline plus requisite professional experience.

The proposal to establish this new category of minimum qualifications has been presented to the Consultation Council twice, once on November 20, 2008, when the Council endorsed the concept, and then again on February 19, 2009, when the Council reviewed specific title 5 amendments which are attached to this item.

**Background**

On July 1, 1990, the method used to determine a candidate's eligibility for employment at a California Community College significantly changed. Up to that time, anyone seeking employment at any one of the system's community colleges needed first to secure the appropriate credential from the Chancellor's Office. Then the Legislature declared that the Board of Governors should implement a new mechanism for determining faculty and administrator employment qualifications. This shift ultimately resulted in the elimination of nearly 40 Chancellor's Office full-time positions dedicated to issuing credentials and in the development of the current system now used to determine faculty and administrator minimum qualifications.

As part of that change, the California Legislature defined in Education Code section 87357 the procedures to be followed by the Board of Governors in the establishment and maintenance of the new system of employment minimum qualifications. With regard to determining minimum qualifications for faculty, the Board was instructed to consult with, and rely primarily on the advice and judgment of the statewide Academic Senate. Further, the Board was instructed to prescribe by regulation a working definition of the term “discipline” and to prepare and maintain a list of “reasonably related” disciplines that would show which degrees qualify their holder for employment to teach a particular subject matter.

Education Code section 87357 also states that the Board of Governors shall establish a process to review at least every three years the continued appropriateness of the minimum qualifications identified within the list of reasonably related disciplines, which has come to be called the “Disciplines List.” The results of the Board’s last review of the Disciplines List were published by the System Office in February 2008 under the title *Minimum Qualifications for Faculty and Administrators in California Community Colleges*.

## **Analysis**

Since its inception, the Disciplines List has been divided into two parts to differentiate those disciplines for which a Master’s degree is required as a precondition for employment, from those for which it is not. Generally, disciplines have been included on the Master’s List if universities typically offer sufficient upper-division and graduate instruction in applicable subjects to permit their awarding advanced degrees in that discipline. On the other hand, disciplines for which there is no or limited graduate training, as found in some career and technical education fields, have been included on the non-Master’s List. In those cases where a Master’s degree is not generally expected or available, the minimum standard has been a Bachelor’s degree in **any** subject plus two years of work experience directly related to the teaching assignment or an Associate degree in **any** subject plus six years of work experience directly related to the teaching assignment.

But disciplines evolve and mutate over time. What was once taught only at community colleges now has become the subject of university instruction, and vice-versa. One result has been a shift in how candidates might demonstrate their qualifications to teach at a community college. Where candidates for teaching positions in certain career and technical education fields could previously only point to their work experience to demonstrate their qualifications, increasingly they now can demonstrate their preparation to teach in these fields by documenting their completed university course work and awarded degrees

The Academic Senate for California Community Colleges has recognized the growing gap between the system’s structure for determining minimum qualifications and the evolving nature of teaching disciplines. Faculty have proposed solutions to the Academic Senate which would narrow this gap and which, in turn, has led the Academic Senate with the Consultation Council’s concurrence to propose that title 5 sections 53407 and 53410 be amended to allow the faculty to

define minimum qualifications requiring a Bachelor's or Associate degree **in a specific discipline**, plus requisite years of professional experience.

This change requires that title 5 section 53407 which defines the structure of minimum qualifications be amended. As this section is currently written, acceptable qualifications must either be a discipline-specific Master's degree or a non-discipline-specific Bachelor's or Associate degree plus requisite professional experience. The proposed amendment would permit the Academic Senate, when it next proposes changes to the Disciplines List, to identify disciplines that would fit within a third category of discipline-specific Bachelor's or Associate degrees plus requisite professional experience. This change also requires that title 5 section 53410 be amended to define the standard for the new category of disciplines.

## **Recommended Action**

The Board of Governors is asked to adopt the following resolution:

*Be it Resolved* that the Board of Governors of the California Community Colleges, acting pursuant to Education Code sections 70901(c) and 70901.5, hereby adopts the attached proposed regulation related to minimum qualification for community college employment.

*Staff:* Beth Smith, Chair of Standards and Practices Committee, Academic Senate  
LeBaron Woodyard, Dean, Instructional Programs and Services  
Lynn Miller, Retired Annuitant, Instructional Programs and Services



## ATTACHMENT 1

### Board of Governors of the California Community Colleges Proposed Revisions to the Title 5 Regulations: California Community Colleges Employees' Minimum Qualifications

1. Section 53407 of article 1 of subchapter 4 of chapter 4 of division 6 of title 5 of the California Code of Regulations is amended to read:

#### **Section 53407. Disciplines Lists.**

(a) The Board of Governors hereby adopts and incorporates by reference into this provision the ~~two~~ lists published by the Chancellor's Office, entitled "Disciplines Requiring the Master's Degree," ~~and~~ "Disciplines in which the Master's Degree is not Generally Expected or Available, but which require a Bachelor's Degree" and "Disciplines in which the Master's Degree is not Generally Available" as adopted by the Board at its ~~September 2005~~ May 2009 meeting, for the following purposes:

(1) to establish a working definition of the term "discipline" as used in section 53410;

(2) to define which disciplines are "reasonably related" to one another, for purposes of section 53410;

(3) to define disciplines in which the master's degree is required, for purposes of section 53410;

~~(3)-(4)~~ (4) to define disciplines in which the master's degree is not generally expected or available, as opposed to those for which the master's degree is required, but in which a bachelor's or associate degree in the discipline directly related to the faculty member's teaching assignment is expected or available, for purposes of section 53410;

(5) to define disciplines in which the master's degree is not generally expected or available, and in which a bachelor's or associate degree in the discipline directly related to the faculty member's teaching assignment is not expected or available, for purposes of section 53410.

(b) Revisions after ~~September 2005~~ May 2009 to the ~~two~~ lists referenced in subdivision (a) shall be considered incorporated by reference into this provision when they have been adopted by the Board.

**Note:** Authority cited: Sections 70901, 87356 and 87357, Education Code.  
Reference: Sections 70901(b)(1)(B), 87356 and 87357, Education Code.

2. Section 53410 of article 2 of subchapter 4 of chapter 4 of division 6 of title 5 of the California Code of Regulations is amended to read:

**Section 53410. Minimum Qualifications for Instructors of Credit Courses, Counselors, and Librarians.**

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 the discipline of 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, disciplines 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; or~~

~~(2) Possession of an associate degree, or equivalent foreign degree, plus six years of professional experience directly related to the faculty member's assignment.~~

but where a related bachelor's or associate degree is generally expected or available, possession of either:

(1) a bachelor's degree in the discipline directly related to the faculty member's teaching assignment or equivalent foreign degree plus two years of professional experience directly related to the faculty member's teaching assignment, or

(2) an associate degree in the discipline directly related to the faculty member's teaching assignment or equivalent foreign degree plus six years of professional experience directly related to the faculty member's teaching assignment.

(d) For faculty assigned to teach courses in disciplines where the master's degree is not generally expected or available, and where a related bachelor's or associate degree is not generally expected or available, possession of either:

(1) any bachelor's degree or equivalent foreign degree plus two years of professional experience directly related to the faculty member's teaching assignment, or

(2) any associate degree or equivalent foreign degree plus six years of professional experience directly related to the faculty member's teaching assignment.

**Note:** Authority cited: Sections 66700, 70901 and 87356, Education Code.

Reference: Sections 70901(b)(1)(B), 87003, and 87356, Education Code.