



Digest

Digest means an item that has been through internal review of the Chancellor's Office and the review entities. The item now has form and substance, and is officially "entered into Consultation." The Council reviews the item and provides advice to the Chancellor.

CONSULTATION

Title: Disciplines List Revision

Date: November 8, 2008

Contact: Mark Wade Lieu, Academic Senate for California Community Colleges

Background

The Education Code states that “the Board of Governors shall adopt regulations to establish and maintain the minimum qualifications for service as a faculty member teaching credit instruction, a faculty member teaching noncredit instruction, a librarian, a counselor, an educational administrator, an extended opportunity programs and services worker, a disabled students programs and services worker, an apprenticeship instructor, and a supervisor of health” (section 87536). It also states that “with regard to minimum qualifications for faculty, the board of governors shall consult with, and rely primarily on the advice and judgment of, the statewide Academic Senate” and that “the board of governors, relying primarily upon the advice and judgment of the statewide Academic Senate, shall prescribe by regulation a working definition of the term ‘discipline,’ and shall prepare and maintain a list of disciplines that are ‘reasonably related’ to one another, as that phrase is used in the minimum qualifications (section 87357).

The Discipline List, which is a listing of these minimum qualifications for service as a faculty member, consists of two lists, one entitled “Disciplines Requiring the Master’s Degree” (commonly known as the Master’s List) and the other “Disciplines in which the Master’s Degree is not Generally Expected or Available” (commonly known as the non-Master’s List). The requirements for disciplines on the non-Master’s List are satisfied by 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.

The Academic Senate regularly reviews the Disciplines List for modification of existing disciplines and addition of new disciplines. In the review process, proposals for such revisions are widely shared with faculty, administrators and Chancellor’s Office staff for discussion and debate. If the proposed revision is adopted by the Academic Senate, the revision is then presented as a recommendation for adoption by the Board of Governors.

Resolution 10.02, Fall 2004, of the Academic Senate called for the exploration of the need for a third list to reflect emerging disciplines requiring a bachelor's degree in a specific major (e.g., in health professions) and two years of professional experience.

Discussion of this proposal was presented at breakouts in the both the Spring and Fall 2007 Plenary Sessions and met with overwhelming acceptance and approval. As a result of these discussions at plenary sessions and within various Academic Senate committees, a second resolution was adopted by the Academic Senate (Resolution 10.02, Spring 2008) to expand the Non-master's Degree list to allow minimum qualifications to include a *specific* bachelor's degree (or associate degree) instead of the current regulations which allow *any* bachelor's degree (or associate degree), plus the requisite two (or six) years of professional experience. It is seen that this new category would allow proposals of various combinations of education and professional experience based on the expertise of the discipline faculty recommending the minimum qualifications.

Issue

The Disciplines List is a listing of the minimum qualifications required for faculty to be hired in a district. The Disciplines List currently consists of two categories, each in a separate list. The merging of the two categories (Master's and non-Master's) in to one list will be beneficial to all those involved in the faculty-hiring process---faculty, administrators and staff in the human resources area. They will be able to locate the appropriate discipline in a more efficient matter.

An additional non-Master's category (bachelor's degree in a specific field) has no impact on the Master's list and will provide for flexibility in the non-Master's list to provide additional opportunities to hire the best person for the faculty position. The faculty in a non-Master's discipline would take the lead in any change to that discipline, following the process established by the Academic Senate for California Community Colleges.

Recommendation

Based on resolutions passed by the Academic Senate at the Spring 2008 Plenary Session (see Attachment B), it is recommended that:

- 1) the two lists described in section 53407 of Title 5 (those requiring the Master's Degrees and those in which the Master's Degree is Not Generally Expected or Available) be published in one alphabetized list, and
- 2) the requirements for disciplines where the master's degree is not generally expected or available be revised to allow the possession of a bachelor's degree in a specific subject and requisite professional experience (Title 5, section 53410).

These two requests would require changes in sections 53407 and 53410 of Title 5.

APPENDIX A

Proposed Language Changes to Sections 53407 and 53410:

§53407. Disciplines Lists

The Board of Governors hereby adopts and incorporates by reference into this provision the ~~two lists~~ list published by the Chancellor's Office, entitled "Discipline's List" as revised September 1993, 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 not generally expected or available, as opposed to those for which the master's degree is required, for purposes of Section 53410.

§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, in a discipline directly related to the faculty member's assignment, plus two years of professional experience directly related to the faculty member's assignment; or
 - (24) 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
 - (3) Possession of an associate degree, or equivalent foreign degree, in a discipline directly related to the faculty member's assignment, plus six years of professional experience directly related to the faculty member's assignment; or
 - (42) Possession of an associate degree, or equivalent foreign degree, plus six years of professional experience directly related to the faculty member's assignment.

APPENDIX B

References

10.02 F04 Disciplines List

Whereas, Education Code §87357 states that the Board of Governors shall rely primarily on the Academic Senate for California Community Colleges regarding the definition of "discipline" and the preparation and maintenance of a list of disciplines that are "reasonably related"; and

Whereas, The current list of disciplines in which a Master's degree is not generally expected or available states that the faculty minimum qualifications are either a bachelor's degree in any discipline and two years of professional experience OR an associate degree in any discipline and six years of professional experience and does not clearly identify disciplines that require a specific bachelor's degree (discipline or academic major) or disciplines that require specific licensure;

Resolved, That the Academic Senate for California Community Colleges research the need for and the feasibility of establishing a third minimum qualifications list that includes those disciplines requiring a bachelor's degree in a specific major (e.g., in health occupations) and two years of professional experience.

10.02 S08 Reformatting of the Disciplines List

Whereas, The Disciplines List establishes the minimum qualifications for faculty and administrators in the California Community Colleges and consists of two lists, referenced in Title 5 §53407, and entitled "Disciplines Requiring the Master's Degree" and "Disciplines in Which the Master's Degree is Not Generally Expected or Available (commonly known as the non-Master's list),"

Whereas, The Standards and Practices Committee of the Academic Senate for California Community Colleges has recommended reformatting the two lists into one consolidated list, which will still continue the existence of the two categories of minimum qualifications---Master's and non-Master's; and

Whereas, This reformatting proposal was presented at breakouts in the both the Spring 2007 and Fall 2007 Plenary Sessions and met with overwhelming acceptance and approval;

Resolved, That the Academic Senate for California Community Colleges propose to the Board of Governors a change in Title 5 §53407, if necessary, to provide for such a single consolidated list with sub-categories; and

Resolved, That the Academic Senate for California Community Colleges compile the Disciplines List in the new format as soon as practicable.

10.01 S08 Non-Master's Degrees in the Disciplines List

Whereas, The Disciplines List establishes the minimum qualifications for faculty and administrators in the California community colleges and consists of two lists, entitled "Disciplines Requiring the Master's Degree" and "Disciplines in Which the Master's Degree is Not Generally Expected or Available (commonly known as the non-Master's list);"

Whereas, The wording in Title 5 §53410 for non-Master's disciplines currently allows *any* bachelor's (or associate) degree, plus the requisite years of professional experience;

Whereas, Resolution 10.02 (Fall 2004) called for the exploration of a new option in the Disciplines List to "reflect emerging disciplines requiring a bachelor's degree in a specific major and two years of professional experience;" and

Whereas, The Academic Senate for California Community Colleges has held several breakouts in which attendees endorsed the proposal to modify the non-Master's List to permit the identification of a *specific* bachelor's (or associate) degree instead of the current regulation which allows *any* bachelor's (or associate) degree and to allow proposals of various combinations of education and work experience based on the expertise of the discipline faculty recommending revisions in the Disciplines List to the Academic Senate;

Resolved, That the Academic Senate for California Community Colleges propose to the Board of Governors a change in Title 5 §53410 to allow for the inclusion of specific bachelor's and associate degrees and to allow proposals of various combinations of education and work experience based on the expertise of the discipline faculty recommending revisions to the Disciplines List to the Academic Senate.