

Am I Qualified for this Job?

(Minimum Qualifications for Faculty or Management at a CCC)

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January 2007

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Minimum Qualifications (MQ's)

- ♦ Why do we have Minimum Qualifications?
 - Issuance of credentials were discontinued in 1990 and replaced by MQ's
 - Assembly Bill 1725 (1988) stated that a minimum standard be established for all CCC's to determine eligibility for faculty or managers

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Minimum Qualifications (MQ's)

- ♦ What are MQ's?
 - MQ's are guidelines that determine a candidate's eligibility for academic (faculty) and administrative (management) positions in the CCC's based on education and experience
 - CCC's have hiring authority and must adhere to the MQ's when establishing hiring criteria and/or determining hiring eligibility
 - Districts may include additional criteria over and above the minimums but not below the minimums

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Minimum Qualifications (MQ's)

- ♦ Applicable rules specified in Title 5 Regulations include:
 - Degrees and credits must be from accredited institutions (Section 53406)
 - An occupational license or certificate is required in certain instances (Section 53417)
 - A district may hire a person who possesses qualifications different from, but equivalent to, those listed on the disciplines list, according to criteria and procedures agreed upon by the governing board and the academic senate (Section 53430)

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Minimum Qualifications (MQ's)

- ♦ MQ's also apply to:
 - Health services professionals
 - Non-credit instructors
 - Apprenticeship instructors
 - DSP & S personnel (Disabled Special Programs & Services)
 - EOPS personnel
 - Learning assistance and tutoring coordinators and work experience coordinators

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Minimum Qualifications (MQ's)

- ♦ A degree that is more advanced than the one listed (and is in the appropriate field) will satisfy the requirements. For example, if the MQ is an M.S. in basket-weaving, a Ph.D. in basket-weaving will also satisfy the requirement

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Minimum Qualifications (MQ's)

- ♦ Examples of MQ's
 - Business: Master's in business, business management, business administration, accountancy, finance, marketing, or business education **OR** Bachelor's in any of the above **AND** Master's in economics, personnel management, public administration, or JD or LL.B. degree **OR** Bachelor's in economics with a business emphasis **AND** Master's in personnel management, public administration, or JD or LL.B. degree **OR** the equivalent

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Minimum Qualifications (MQ's)

- ♦ Examples of MQ's
 - History: Master's in history **OR** Bachelor's in history **AND** Master's in political science, humanities, geography, area studies women's studies, social science, or ethnic studies **OR** the equivalent

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Minimum Qualifications (MQ's)

- ♦ Exceptions to MQ's
 - Ethnic Studies: Master's in the ethnic studies field **OR** the equivalent **OR** See Interdisciplinary Studies
 - Interdisciplinary Studies: Master's in the interdisciplinary area **OR** Master's in one of the disciplines included in the interdisciplinary area and upper division or graduate course work in at least one other constituent discipline

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Minimum Qualifications (MQ's)

- ♦ For a comprehensive list of Minimum Qualifications for Faculty and Administrators in California Community Colleges go to:
- ♦ www.cccregistry.org
 1. See "News and Announcements"
 2. Click on "View All News"
 3. Click on "Minimum Qualifications"**OR TYPE IN THE URL BELOW**
- ♦ http://www.cccco.edu/divisions/esed/aa_ir/psmq/min_qual/min_qual%20_revFeb2406.pdf

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Equivalency

- ♦ The phrase "**OR** the equivalent" refers to the possibility of hiring faculty who do not possess the exact degrees listed, under a local process developed and agreed upon by representatives of the governing board and the academic senate, as provided for in *Education Code* Section 87359 and Title 5 (Section 53430)

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Equivalency

- ♦ 72 districts in the California Community College system
- ♦ 72 separate "Academic Senates"
 - The Academic Senate is the academic governing body of the district that determines what coursework will qualify as equivalent to minimum qualifications in order to teach

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Equivalency

- ◆ Each district has its own “equivalency” forms to submit at the same time that application materials are due
 - Human Resources has these forms available on their district’s websites or by calling them directly to inquire