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| 0BMt. San Antonio College1BEquivalency Committee | MinutesApril 18, 20224:00 pm - 5:00 pm |

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| x | Chisato Uyeki, Chair | x | Kristina Allende | x | Roger Willis |  | Joanne Franco, HR (non-voting |
| x | Joshua Christ | x | Chaz Perea |  | Kambiz Khoddam (alternate) | x | Stacy Manfredi, HR (non-voting |
| x | Guests (Discipline Experts): Ann Walker | | |  |  | A | Kelly Fowler, Manager (non-voting) |

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|  | **Agenda Item** | **Outcome** | **Outcome without identifiable information** |
| I | **Review 4/11/22 minutes** | Reviewed and approved 4/11/22 minutes. | Reviewed and approved 4/11/22 minutes. |
| II | **Information/Public Comment** | No public comment | No public comment |
| III | **Items for Action/ Discussion** | *Minutes for HR and Equivalency Cmt:* | *Minutes redacted for Board and Senate:* |
|  | **MQs for ASL:**  A. The minimum of one of the following awarded/conferred from a regionally accredited institution:  1. Any Bachelor’s degree and two (2) full-time equivalent years of professional experience directly related to the faculty member’s teaching assignment;  OR 2. Any Associate’s degree and six (6) full-time equivalent years of professional experience directly related to the faculty member’s teaching assignment;  OR 3. The equivalent |  | **Applicant 1**- Master's Special Ed w/ a focus on DHH. Has taught in sign language and has interpreted for more than 2 years of required experience. Expert was unsure, Committee determined that they meet MQs.  **Applicant 2**- meets MQs  **Applicant 3**- AA, BA, and MA- current adjunct at Mt. SAC- meets MQs  **As part of this discussion, we also reviewed this component of the MQ Handbook:** The minimum qualifications for disciplines on this list are specifically named bachelor’s degree(s) or higher and two years of professional experience, and/or other specifications as noted, or specifically named associate degree(s) and six years of professional experience. The professional experience required must be directly related to the faculty member’s teaching assignment. Professional experience is required when the applicant possesses a master’s degree (p. 51). |
|  | **Review and Create Recommendations Application language on Equivalency:** |  | Because we’ve had numerous applicants who met the MQs and needlessly filled out the Equivalency component of the application the Equivalency Committee is recommending:  a. On the posting- add lines delineating sections of the posting. (For example required versus preferred,  b. change Required Qualifications to Minimum Qualifications in the left-hand grey column  c. the following changes be made to the application language regarding equivalencies:  Equivalency  Minimum Qualiﬁcations for faculty are established by the California Community Colleges Chancellor's Oﬃce. ~~Any applicant not meeting the exact stated required minimum qualiﬁcations will not be considered for this position except in the instance of an approved equivalency.~~ **Applicants must either meet the minimum qualiﬁcations as stated in the job posting or may be considered for an equivalency by Mt. San Antonio College’s Equivalency Committee.**  ~~Mt. San Antonio College's Equivalency Committee may establish local qualiﬁcations beyond the minimum standard.~~ If you do not meet the ~~exact stated required~~ minimum qualiﬁcations, or if your degree is not yet awarded, you may apply for a review by the Equivalency Committee.  Would you like to request a review by the Equivalency Committee?  If you are requesting an equivalency review, please explain how your education and experience ~~meets~~ ~~the~~ **is** equivalent **to the** minimum qualiﬁcations for this position. If your degree is not yet awarded, be sure to include the anticipated awarded date in your explanation. |
|  | **Next Meeting** | Future Meeting Dates: 3:30-5:00pm 4th Monday of each month and other Mondays 4-5 as needed | |