

# Mt. San Antonio College

## Equivalency Committee

**Minutes**  
**March 25, 2024**  
 3:30 pm - 5:00 pm

|   |                                      |   |                  |  |                          |   |                                    |
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| x | Tania Anders, Chair                  | x | Solene Alghannam |  | Briseida Ramirez Catalan |   | Kelly Fowler, Manager (non-voting) |
| x | Joshua Christ                        | x | Ann Walker       |  |                          | x | Stacy Manfredi, HR (non-voting)    |
|   | Guest (Discipline Expert): no guests |   |                  |  |                          |   |                                    |

|     | Agenda Item                                                                                                                                                                                                                                                                                                      | Outcome                                    | Outcome without identifiable information                                                                                                                                                                                                                                              |
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| I   | <b>Review minutes from 03/11/24 and 03/18/24 and 3/25/24</b>                                                                                                                                                                                                                                                     | Minutes approved.                          | Minutes approved.                                                                                                                                                                                                                                                                     |
| II  | <b>Information/Public Comment</b>                                                                                                                                                                                                                                                                                | None                                       | None                                                                                                                                                                                                                                                                                  |
| III | <b>Items for Action/ Discussion</b>                                                                                                                                                                                                                                                                              | <i>Minutes for HR and Equivalency Cmt:</i> | <i>Minutes redacted for Board and Senate:</i>                                                                                                                                                                                                                                         |
|     | <p><b>Minimum Qualifications for EthnicStudies</b></p> <p>Master’s in African American Studies, Black Studies, Africana Studies, Latino Studies, La Raza Studies, Chicana/o Studies, Asian American Studies, Native American Studies, or American Indian Studies</p> <p>OR</p> <p>Master’s in Ethnic Studies</p> |                                            | <p><b>The committee considered the following Equivalencies in EthnicStudies:</b></p> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• Master’s in Spanish</li> <li>• Bachelor’s in Latin American History</li> <li>• <b>Candidate does not meet equivalency</b></li> </ul> |

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| <p>OR</p> <p>the equivalent</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p> |  | <p>Candidate 2</p> <ul style="list-style-type: none"> <li>• Ph.D. in Education, Culture, and Society</li> <li>• Master’s in Education, Culture, and Society</li> <li>• Bachelor’s in English Teaching</li> <li>• Bachelor’s in Gender Studies</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 3</p> <ul style="list-style-type: none"> <li>• Ph. D. in Social and Cultural Studies in Education</li> <li>• Master’s in International Training and Education</li> <li>• Bachelor’s in Politics</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 4</p> <ul style="list-style-type: none"> <li>• Ph. D. in American Studies</li> <li>• Master’s in Theological Studies</li> <li>• Bachelor’s in Religion</li> <li>• Candidate meets equivalency</li> </ul> |
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|  |  |  | <p>Candidate 5</p> <ul style="list-style-type: none"><li>• Ph.D. in American Studies (planned graduation May 2025)</li><li>• Master's in American Studies</li><li>• Master's in Latin American Studies</li><li>• Bachelor's in Latin American Studies</li><li>• Candidate meets equivalency</li></ul> <p>Candidate 6</p> <ul style="list-style-type: none"><li>• Ph.D. ABD Cultural Studies (Fall 2024 graduation planned)</li><li>• Master's in Women and Gender Studies in Religion</li><li>• Bachelor's in Religious Studies</li><li>• Candidate does not meet equivalency</li></ul> <p>Candidate 7</p> <ul style="list-style-type: none"><li>• Master's in Sociology</li><li>• Bachelor's in Sociology</li><li>• Candidate does not meet equivalency</li></ul> |
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| <p><b>Minimum Qualifications for Aeronautics</b></p> <p>Any bachelor's degree or higher</p> <p>AND</p> <p>Two years of professional experience</p> <p>OR</p> <p>Any associate degree</p> |  | <p>Candidate 8</p> <ul style="list-style-type: none"> <li>• Master's in Asian American Studies (64 units completed)</li> <li>• Bachelor's in Sociology and Film</li> <li>• Candidate meets minimum qualifications if degree awarded prior to date of hire.</li> </ul> <p>Candidate 9</p> <ul style="list-style-type: none"> <li>• Master's in African Studies (62 units)</li> <li>• Master's in Business Administration</li> <li>• Bachelor's in World History, Minor African Studies</li> <li>• Candidate met equivalency in 2023 hiring cycle.</li> </ul> <p><b>The committee considered the following Equivalencies for Aeronautics:</b></p> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• No completed degree</li> <li>• 8 years of professional aviation experience</li> <li>• Candidate does not meet equivalency at this time</li> </ul> |
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| <p>AND</p> <p>Six years of professional experience</p> <p>OR</p> <p>the equivalent</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p> <p><b>Minimum Qualifications for Child Development/Early Childhood Education</b></p> <p>Master’s in child development, early childhood education, human development, home economics/ family and consumer studies with a specialization in child development/early childhood education or educational psychology with a specialization in child development/early childhood education</p> <p>OR</p> |  | <p><b>The committee considered the following Equivalencies for Child Development:</b></p> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• Master’s in Education</li> <li>• Bachelor’s in Music with an emphasis in History, Theory, and Ethnomusicology</li> <li>• Multiple Subject Teaching Credential</li> <li>• <b>Candidate does not meet equivalency</b></li> </ul> |
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| <p>Bachelor's in any of the above</p> <p>AND</p> <p>Master's in social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/ home economics, family life studies or family and consumer studies</p> <p>OR</p> <p>the equivalent</p> <p>AND</p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p> |  | <p>Candidate 2</p> <ul style="list-style-type: none"> <li>• Master's in Education (planned graduation Summer 2024)</li> <li>• Bachelor's in Child Development</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 3</p> <ul style="list-style-type: none"> <li>• Master's in Elementary Education (planned graduation 5/2024)</li> <li>• Bachelor's in Educational Studies</li> <li>• Candidate meets equivalency if degree awarded prior to date of hire.</li> </ul> <p>Candidate 4</p> <ul style="list-style-type: none"> <li>• Ph.D. in Philosophy of Education</li> <li>• Master's in Political Sciences</li> <li>• Bachelor's in English and American Literature</li> <li>• Candidate does not meet equivalency</li> </ul> |
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| <p><b>Minimum Qualifications for Geography</b></p> <p>Master's in geography</p> <p>OR</p> <p>Bachelor's in geography</p> <p>AND</p> <p>Master's in geology, history, meteorology or oceanography</p> <p>OR</p> <p>the equivalent</p> <p>OR</p> <p>see Interdisciplinary Studies</p> <p><b>Minimum Qualifications for Interdisciplinary Studies</b></p> <p>Master's in the interdisciplinary area</p> <p>OR</p> <p>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</p> <p>(NOTE: The Interdisciplinary Studies discipline is provided to allow for those cases where it is locally determined that a course must be taught by someone with qualifications that exceed a single discipline.</p> |  | <p><b>The committee considered the following Equivalencies in Geography:</b></p> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• Ph.D. in Geography and Sustainable Development</li> <li>• Master's in Technology, Climate Change, and Adapted Land Use</li> <li>• Master's in Geographical Information System</li> <li>• Bachelor's in Water Resources Management and Agrometereology</li> <li>• Candidate at this time does not meet equivalency; Foreign Degree Evaluation missing</li> </ul> <p>Candidate 2</p> <ul style="list-style-type: none"> <li>• Master's in Geography</li> <li>• Bachelor's in Geography</li> <li>• Candidate meets minimum qualifications</li> </ul> <p>Candidate 3</p> <ul style="list-style-type: none"> <li>• Ph.D. in Geography</li> <li>• Master's in GIS and Remote Sensing</li> <li>• Candidate meets minimum qualifications</li> </ul> |
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| <p>The constituent disciplines can include any disciplines found in the Master’s List.)</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p> |  | <p>Candidate 4</p> <ul style="list-style-type: none"> <li>• Ph. D. in Information Science</li> <li>• Master’s in Information Science</li> <li>• Bachelor’s in Spanish/Rhetoric</li> <li>• Candidate does not meet equivalency for geography</li> </ul> <p>Candidate 5</p> <ul style="list-style-type: none"> <li>• Ph.D. in Information Systems and Technology</li> <li>• Master’s in Geographic Information Science</li> <li>• Bachelor’s in Administrative Computer Systems</li> <li>• Candidate does not meet equivalency for geography</li> </ul> <p>Candidate 6</p> <ul style="list-style-type: none"> <li>• Master’s in Geography</li> <li>• Bachelor’s in Geography – GIS Option</li> <li>• Candidate meets minimum qualifications</li> </ul> |
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|  |                                                                                    |                                                     | <p>Candidate 7</p> <ul style="list-style-type: none"> <li>• Ph.D. Public Administration (planned graduation in 2025)</li> <li>• Master's in Political Science</li> <li>• Bachelor's in Political Science</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 8</p> <ul style="list-style-type: none"> <li>• Ph.D. in Environmental Systems – Hydrology and Water Resources (planned graduation 8/2024)</li> <li>• Bachelor's in Environmental Science and Management</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 9</p> <ul style="list-style-type: none"> <li>• Master's in Geographic Information Science</li> <li>• Bachelor's in Geography</li> <li>• Candidate meets equivalency</li> </ul> |
|  | <b>Next Meeting</b>                                                                | Tuesday, April 2 <sup>nd</sup> , 2024, 1:15-2:15 pm |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|  | <b>The committee will maintain an ongoing discussion of edits to AP/BP 7211 on</b> |                                                     | <p><b>Current Progress on AP/BP 7211:</b></p> <ul style="list-style-type: none"> <li>• The committee members will review the version of the AP that</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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|  | <b>Minimum Qualifications and Equivalency until such time as updates are complete.</b> |                                                                                   | was revised in 2021 after faculty hiring round. |
|  | <b>Future Meetings</b>                                                                 | 3:30-5:00pm 4 <sup>th</sup> Monday of each month and other Mondays 4-5 as needed. |                                                 |