

# Chapter 7 – Human Resources

## BP 7211 Minimum Qualifications and Equivalencies

### References:

Education Code Sections 70902(d), 87001, 87003, 87359, 87743.2; Title 5 Section 53400, et seq.

Faculty shall meet the minimum qualifications established by the Board of Governors as presented in the *Minimum Qualifications for Faculty and Administrators in California Community Colleges*, or shall possess qualifications that are at least equivalent to the minimum qualifications set out in the regulations of the Board of Governors.

It is the policy of the District to provide an opportunity for individuals applying for academic positions within the District to demonstrate their qualifications as presented either by the aforementioned minimum qualifications or through a locally approved equivalency.

For determining appropriate equivalencies to the State's minimum qualifications, the Board agrees to accept the recommendations of the Academic Senate as authorized by Education Code Section 70902(d). The process, criteria, and standards by which the Academic Senate will reach its determinations are delineated in Administrative Procedure 7211, which is developed and agreed upon jointly by the Academic Senate and the College President & CEO as the Board's designee. Equivalencies may not waive or lower standards so as to accept less-qualified individuals. Equivalencies shall be determined for disciplines, not for courses or subject areas within disciplines.

The Academic Senate's Equivalency Committee is empowered by the Board of Trustees to make determinations on equivalencies following the requirements of Education Code Section 87359 and shall:

- recommend the criteria to be used for determining equivalency;
- evaluate the acceptability of proposed equivalencies in accordance with AP 7211;
- report equivalency outcomes to the Academic Senate, Board of Trustees, and Human Resources;
- maintain a record by discipline of equivalencies that are granted;
- monitor the equivalency process so as to ensure that it is effective, fair, consistent, and meets legal requirements; and
- meet under Brown Act requirements.

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