

MiraCosta Community College District (district) provides an opportunity for individuals applying for academic positions to provide evidence of their qualifications as stated in the *Baccalaureate Degree Pilot Program Handbook*.

I. QUALIFICATIONS FOR EMPLOYMENT

Minimum Qualifications: Minimum qualifications are established by the Legislature and the Board of Governors in consultation with the Academic Senate of the California Community Colleges and published as the Board of Governors-approved *Baccalaureate Degree Pilot Program Handbook*. Faculty shall meet minimum qualifications established by the Board of Governors.

Diversity Qualifications: In accordance with California Code of Regulations, Title 5, §53022, job requirements shall include "sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students." These criteria are included in standard language on all district faculty job announcements.

II. PROCEDURE FOR THE DETERMINATION OF COMPARABLE DEGREE MAJOR TITLES WITHIN DISCIPLINES

This procedure is to establish and approve a list of degree major titles acceptable at MiraCosta Community College that are comparable to the degree major titles listed in the *Baccalaureate Degree Pilot Program Handbook* and the *Minimum Qualifications for Faculty and Administrators in California Community Colleges*.

- A. A department compiles a list of comparable degree major titles and reviews with faculty for input and approval.

For each comparable degree major title, the following documentation is required:

1. A table comparing coursework from any U.S. accredited institution awarding a degree major title that is listed in the *Minimum Qualifications for Faculty and Administrators in California Community Colleges* with coursework from another U.S. accredited institution awarding a comparable degree with a different major title. The table should include:

- a. Name of institutions
- b. Course numbers
- c. Course titles
- d. Course descriptions
- e. Semester units

2. Catalog pages from both institutions showing course descriptions.
- B. Department chairs submit the comparable degree major title list and required documentation to the equivalency committee for review. Department chairs may attend the equivalency committee meeting to advocate for the request to add the comparable degree major title(s). Equivalency committee members review the documents, meet, and make a recommendation to Academic Senate.
 - C. Academic Senate reviews the documents and acts on the recommendation of the equivalency committee, accepting or rejecting the recommendation. If the department chair wishes to appeal the decision by the Academic Senate, they may do so at a future Academic Senate meeting.
 - D. Action by Academic Senate is recorded by the administrative secretary to the Academic Senate president.
 - E. The comparable degree major title is sent to the Board of Trustees via the superintendent/president for approval.
 - F. If the comparable degree major title is approved, the degree major title is added to the list of comparable degree major titles maintained by the administrative secretary to the Academic Senate president.
 - G. After board approval, the administrative secretary to the Academic Senate president sends an e-mail notification to the requesting department chair, dean, vice presidents of instructional services and/or student services, and human resources technicians.
 - H. If a comparable degree major title is not approved, the administrative secretary to the Academic Senate president sends an e-mail notification to the requesting department chair, dean, vice presidents of instructional services and/or student services, and human resources technicians.
 - I. Faculty positions posted will contain the approved comparable degree major titles.
 - J. The list of approved comparable degree major titles will be sent by the administrative secretary to the Academic Senate president to all department chairs, deans, vice presidents of instructional services and student services, and human resources technicians on or about June 1 of each year.