

Reedley College

DEPARTMENTAL POLICY FOR EQUIVALENCY

1. When considering the establishment of discipline equivalency standards, please consider that California Education Code §87359(b) requires that “each individual faculty member...possess qualifications that are at least equivalent to the applicable minimum standards.” Fill out the application that is included with this set of instructions. Please use the current *Minimum Qualifications for Faculty and Administrators in California Community Colleges*.
 - a. Fill out the top half of the front side of the application. For the name of the discipline, please use the name given in the current disciplines list. If your department uses a different name for the discipline, you may include that in parenthesis as well. For item I, a majority of faculty from the discipline or related disciplines is required to sign in support.
 - b. For item II, please copy word for word the statement in the current disciplines list.
 - c. For item III, please list the requirements your department wants as “the equivalent.” Please do **not** use any of the wording from item II.
 - d. For item III, please provide an explanation that justifies this policy.
 - e. For item IV, departmental policies seeking to demonstrate equivalency for petitioners who lack the specified bachelors or associates degree must also complete the GE Education Equivalency Documentation.
2. Have the department vote, on the proposed policy. Next have the department chair or division representative sign the application after it is approved. Then have the division dean review it and sign it as well.
3. The division dean will send the application to the RC Equivalency Committee.
4. The application will go to the RC Equivalency Committee Chair. If it is technically correct, it will go before the Equivalency Committee for consideration at the next available meeting. If it is **not** technically correct, it will be sent back to the department for changes. Please make the changes and go back to step 2.
5. If the Equivalency Committee does not approve the policy, it will recommend changes. You can either make the changes or appeal the Equivalency Committee’s decision.
6. As the *Minimum Qualifications* handbook is updated annually, departments should review their department policy, revise as necessary, and resubmit revisions to the Equivalency Committee for review. Departments are also encouraged to take their proposed policies to the State Academic Senate’s Standards and Practices Committee to try to enact change in the Disciplines List Revision Handbook.

**APPLICATION FOR ACCEPTANCE OF A
DEPARTMENTAL POLICY FOR EQUIVALENCY**

From (Chair):

Date: 5/5/21

Department:

Extension:

Discipline(s): Cultural and Women's Studies

I. TENURED FACULTY SIGNATURE(S)

Signature of the Tenured Faculty Who Determined that the Proposed Policy Should Satisfy the Equivalency Requirements:

Printed Name: Karla Kirk

Signature: Karla Kirk (electronic) Date: May 7, 2021

(If tenured faculty member in the discipline is not available, a tenured faculty member from a "related discipline", as defined in the Minimum Qualifications for Faculty and Administrators in California Community Colleges handbook, may sign after consulting with the non-tenured faculty.)

A majority of faculty from the discipline or related disciplines is required to sign in support below.

Printed Name: _____

Signature: _____ Date: _____
Support: _____ Oppose: _____

Printed Name: _____

Signature: _____ Date: _____
Support: _____ Oppose: _____

Printed Name: _____

Signature: _____ Date: _____
Support: _____ Oppose: _____

Printed Name: _____

Signature: _____ Date: _____
Support: _____ Oppose: _____

DEPARTMENT CHAIR SIGNATURE

Do any of the colleges in the district offer a comparable program? Yes No
If so, which colleges: _____

If applicable, have RC Faculty reviewed this departmental policy with the appropriate faculty at the other colleges offering a comparable program? Yes No
If so, which instructors: _____


Printed Name: Rebecca Snyder

Signature:  Date: May 7, 2021
Rebecca Snyder (May 7, 2021 10:16 PDT)

(Faculty from other colleges may include a statement of support or non-support).

DEAN OF INSTRUCTION/STUDENT SERVICES SIGNATURE

Printed Name: Todd Davis

Signature:  Date: May 10, 2021
Todd Davis (May 10, 2021 05:10 PDT)

I. Statement of minimum qualifications as defined in the *Minimum Qualifications for Faculty and Administrators in California Community Colleges* handbook:

Master's in the ethnic studies field OR

A master's in American Studies/Ethnicity, Latino Studies, La Raza Studies, Central American Studies, Latin American Studies, Cross Cultural Studies, Race and Ethnic Relations, Asian-American Studies, or African-American Studies

OR the equivalent

OR see Interdisciplinary Studies

II. Recommended Departmental Policy for an *Equivalency*:

Upper division coursework in the specific Ethnic Studies or Women's Studies program (s) of no fewer than nine (9) semester units, and a Master's degree in a Social Science area (including anthropology, sociology, social work, human services, geography, political science, history, psychology, urban-regional planning, economics), a Humanities area (including art history, fine arts, literature, creative writing, English), or in Student Services Counseling (counseling, rehabilitation counseling, clinical psychology, counseling psychology, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling);

OR

a Bachelor's Degree in the specific Ethnic Studies or Women's Studies program(s) and a Master's Degree in any discipline,

OR

No fewer than twelve (12) units lower division of coursework in the specific Ethnic Studies or Women's Studies program(s), and no fewer than six (6) units upper division in the specific Ethnic Studies or Women's Studies program(s), and a Master's Degree in a Social Science area (including anthropology, sociology, social work, human services, geography, political science, history, psychology, urban-regional planning, economics), a Humanities area (including art history, fine arts, literature, creative writing, English), or in Student Services Counseling (counseling, rehabilitation counseling, clinical psychology, counseling psychology, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling).

III. Please provide an explanation that justifies this policy if different than state minimum qualifications:

This does not change or alter the integrity of the state's minimum qualifications for the discipline; however, it will broaden the pool of applications due to disciplines which may have significant Ethnic or Women's Studies components.

The requirement of nine (9) units upper division Ethnic or Women's Studies or the combination of twelve (12) units lower division and six (6) units upper division Ethnic or Women's Studies will ensure that any candidate with a Master's Degree has the necessary background in respective discipline to successfully teach Ethnic Studies or Women's Studies program(s).

ACTION OF THE REEDLEY COLLEGE ACADEMIC SENATE COMMITTEE ON EQUIVALENCY

The Department Policy is: approved: denied:

Signature of Equivalency Committee Chair (or designee): Emily A Berg

Date: 5/14/21

Comments: Departmental policy for Ethnic Studies approved by majority vote of Equivalency Committee.

Signature: Karla Kirk
Karla Kirk (May 7, 2021 16:10 PDT)

Email: karla.kirk@fresnocitycollege.edu