

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

From (Chair): David Richey

Date: 5/9/19

Department: Industrial Technology

Extension: 3318

Discipline(s): Aviation Maintenance Technology

I. TENURED FACULTY SIGNATURE(S)

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

Printed Name: JASON ASMAN

Signature: [Signature] Date: 5-10-19

(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: Kevin W Zuelke

Signature: [Signature] Date: 5/13/19
Support: Oppose:

Printed Name: DAVID RICHEY

Signature: [Signature] Date: 5/13/19
Support: Oppose:

Printed Name: John Johnson

Signature: [Signature] Date: 5/13/19
Support: Oppose:

Printed Name: _____

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

DEPARTMENT CHAIR OR DIVISION REPRESENTATIVE SIGNATURE

Printed Name: DAVID RICHEY

Signature: David Richey Date: 5/13/19

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

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

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

DEAN OF INSTRUCTION/STUDENT SERVICES SIGNATURE

Printed Name: Drew Clark

Signature: [Handwritten Signature] Date: 5/14/19

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

§ 53410.

(1) any bachelor's degree or equivalent foreign degree plus two years of professional experience directly related to the faculty member's teaching assignment; or

(2) any associate degree or equivalent foreign degree plus six years of professional experience directly related to the faculty member's teaching assignment.

II. Recommended Departmental Policy for an *Equivalency*:

(1) Federal Aviation Administration (FAA) Mechanic Certificate with the Airframe and Powerplant ratings plus six years of professional experience directly related to the faculty member's teaching assignment. ~~;~~ ~~and~~

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

A. The Reedley College Equivalency Committee has the California State Education Code and SCCCD BOT authority to approve the credentialing of instructors who do not meet the typical minimum qualifications.

B. Precedent currently exists for similar policies at Reedley College and within the District. (with fewer requirements than this policy is requesting)

C. In the United States, the Federal Aviation Administration (FAA) Mechanic certificate with Airframe and Powerplant ratings is the only federal requirement needed to instruct in Aviation Maintenance Technology programs.

D. At Reedley College, earning the Mechanic certificate with Airframe and Powerplant ratings (without the general education courses) is 60 college credits. These 60 credits include Physical Science and Computer Literacy credit towards general education requirements.

E. There is a shortage of A.S. plus 6 years of experience (or other minimum qualification) personnel for Reedley College to hire to teach AMT courses. Without this departmental policy, classes will be limited or closed next semester and will negatively affect the degree program in the near future since the program is now at capacity with waiting lists each semester.

F. The ASCC, CCCCCO, and Strong Work Force organizations all see the need to use alternative criteria for equivalency for CTE disciplines.

➤ Recently published CCCCCO Best Practices:

1. Foundational criteria for consideration by local Senates for measuring the equivalency Application includes using industry licensure or certification.
2. Equivalency Committee membership be comprised of regularly appointed members but allow for two to three discipline faculty members to be added as the applications for equivalency are requested. At the 2017 CTE Leadership Institute, CTE Minimum Qualifications Workgroup, May 5, 2017, the discussion on Minimum Qualifications for CTE Instructors had two perspectives applicable to this case:
 - a. Increase the pool of qualified CTE instructors by addressing CTE faculty recruitment and hiring practices.
 - b. The need to revise the equivalency evaluation process for industry experts that do not have an AA/AS degree is extreme.
3. The Chancellor's Office Vision Resource Center recently published the Minimum Qualifications Tool Kit. This guide supports our application and helps equivalency committees make the correlation between work experience and general education requirements for an AS degree. Please see the link to review it.
<https://drive.google.com/file/d/1QilyLqKRFSaQR8vxeKpxHEAbdXXal7Ja/view?ths=true>

Discipline specific faculty are the best judge of qualifications to teach in that discipline. This departmental policy request is supported by 100% of faculty within the discipline (Keith Zielke, David Richey, Jason Asman, and John Johnson).

The Reedley College Equivalency Committee approved a departmental policy for the Flight Science discipline where no A.S. degree is required and no minimum number of years experience is required. Only FAA certification in the discipline is required. The FAA only requires a Mechanic certificate to teach in an FAA approved school.

The Reedley College Equivalency Committee approved a departmental policy for Fire Technology discipline where no A.S. degree is required and no minimum number of years experience is required. Only Federal and/or State certifications in the discipline is required.

The Fresno City College Equivalency Committee approved a departmental policy that allows only a H.S. diploma or GED plus a state certification in the discipline (one written test) to teach in a specific CTE discipline.

This Reedley College AMT departmental policy request is for an approval of a much higher standard whereby the candidate has completed at minimum 60 college credits worth of FAA Mechanic certification courses. This certification includes three written tests, one oral exam, and one practical skills test. This FAA mechanic certification is the only federal requirement to instruct in an AMT

APPROVED BY EQUIVALENCY COMMITTEE 8/18/17; RCAS 10/10/17; College Council 10/18/17

program such as the one here at Reedley College. In addition to the Federal certification (worth 60 college credits). This departmental policy requires the full six years professional experience in the discipline.

The FAA AMT curriculum contains many subject areas that cover topics learned during the attainment of an Associate in Science Degree. These subject areas include:

- ✓ Basic Physics (physical science)
- ✓ Basic Electricity (physical science) (math)
- ✓ Weight and Balance (physical science) (math)
- ✓ Corrosion Control (chemistry)
- ✓ Mathematics (math)
- ✓ Maintenance Forms and Records (writing) (computer use)
- ✓ Maintenance publications (reading) (computer use)
- ✓ Human Factors (psychology/physiology)

Beyond these subjects, the AMT curriculum contains many other subject areas that contribute to the wide range of knowledge. Two of the general education requirements for an AS degree are achieved during completion of the FAA approved AMT courses: Physical Science and Computer Literacy.

Applicants must also demonstrate their reading comprehension skills and computer skills during the FAA written examinations. In addition, oral exams to earn the Mechanic certificate are conducted over the period of eight hours. Applicants not only demonstrate their understanding of subject matter, but they must communicate this information effectively through verbal communication.

Currently, the AMT program faculty are all teaching at maximum load. Two adjunct faculty have been helping to cover the required content that must be taught because the current full time faculty cannot accept any additional load. One of the current adjunct instructors will not be available next semester. Also, full time faculty are faced with additional burdens from the FAA due to a mandated program revision. If this departmental policy is not approved, the AMT program may not be able to find and hire enough faculty to continue to provide instruction to students in the future.

ACTION OF THE REEDLEY COLLEGE ACADEMIC SENATE COMMITTEE ON EQUIVALENCY

The Department Policy is: _____ approved: _____ denied: _____

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

Date: 6/5/19 AMT

Comments: Departmental policy ~~is~~ approved by majority vote of the committee.