Lists of Disciplines To Replace Community College Credentials.

In response to a legislative mandate, this report presents a set of statewide minimum qualifications to be used by California community college districts as the basis for hiring faculty. Introductory material explains that the new minimum qualifications, which replace the previously required credentials, are discipline based. In one set of disciplines, the minimum requirement is either a master's degree in the appropriate discipline, a bachelor's degree in the appropriate discipline with a master's degree in a related discipline, or the equivalent. In a second set of disciplines, the master's degree is not generally expected or available. For these predominantly vocational disciplines, faculty are required to have either a bachelor's degree in the appropriate discipline and two years of working experience, an associate degree and six years of experience, or the equivalent. The lists of disciplines are intended to be flexible and responsive to the changing curriculum and administrative needs of each district. It is assumed that local boards, administrators, and academic senates will develop their own hiring procedures and standards within the context of these minimum qualifications. The lists of disciplines are attached as adopted by the Academic Senate of the California Community Colleges. For the disciplines in which a master's degree is required, degree expectations are specified and "related" disciplines are defined. (ALB)
LISTS OF DISCIPLINES TO REPLACE COMMUNITY COLLEGE CREDENTIALS

Staff Presentation:

James Meznek
Vice Chancellor, Educational Policy

Karen Sue Grosz
President, Academic Senate
LISTS OF DISCIPLINES TO REPLACE COMMUNITY COLLEGE CREDENTIALS

Third Reading, Action Scheduled

Background

To establish procedures appropriate to collegiate institutions, Assembly Bill 1725 (Chapter 973, Statutes of 1988) mandates elimination of credentials as the basis for hiring community college faculty, to be replaced by a set of statewide minimum qualifications to be used by local districts. The legislation directs the Board of Governors to develop these new qualifications with the advice and assistance of the Academic Senate.

Central to implementing the new minimum qualifications is the development of two lists of disciplines: (1) disciplines requiring the master's degree, and (2) disciplines in which the master's degree is not generally expected or available.

The list of disciplines requiring the master's degree specifies:

- the need for a master's degree in the appropriate discipline, OR
- the need for a bachelor's degree in the appropriate discipline, PLUS a master's degree in a range of reasonably related disciplines, OR
- the equivalent of these minimum requirements, to be determined by those responsible for hiring faculty at the local.

The list of disciplines generally in which a master's in not generally expected or available specifies:

- the need for a bachelor's degree in the appropriate discipline, PLUS two years of working experience, OR
- the need for an associate degree in the appropriate discipline, PLUS six years of working experience, OR
the equivalent of these minimum qualifications, to be determined by those responsible for hiring faculty at the local level.

The lists of disciplines that form the basis of the new minimum qualifications are contained in the Attachment to this agenda. The development of these lists represents a nearly year-long undertaking by the Academic Senate, working with other constituencies within the system. Activities that have shaped the lists include: extensive documentary research, consultation with collective bargaining groups, deliberations with the chief instructional officers, a statewide survey of faculty, public hearings and workshops attended by faculty and administrators, and discussion of the issue with a group of chief executive officers.

At the Academic Senate Spring Session in April, faculty representatives from 100 community colleges voted unanimously to adopt the lists of disciplines. The lists were presented to the Board of Governors for First Reading at its May 1989 meeting, at which time faculty and administrators offered additional testimony on the matter.

Analysis

The proposed lists of disciplines in the Attachment form the basis for the minimum qualifications for hiring new faculty, required to be adopted by the Board of Governors pursuant to AB 1725. While setting a minimum systemwide standard, the lists are dynamic, designed to be responsive to changes in disciplines and the labor market.

The lists are also responsive to changes in district’s varied curriculum needs and capabilities. Local boards, administrators, and academic senates will develop their own hiring procedures and equivalency criteria within the context of the minimum qualifications. This will enable them to incorporate into their hiring practices concerted and innovative approaches to recruiting new faculty from underrepresented groups, to balance full-time and part-time faculty assignments, and to respond in assigning faculty to local needs dictated by district size, location, staff attrition, and enrollment growth.

Once adopted by the Board, the lists of disciplines will continue to be examined through the Consultation Process. The partnership between the State and local districts – and among policymakers, administrators, and faculty – that formulated the lists will now jointly implement them, evaluate them on an ongoing basis, and adapt them as system needs and changing circumstances require.
Recommended Action

That the Board of Governors adopt the attached lists of disciplines, developed with the assistance of the Academic Senate, pursuant to the provisions of Assembly Bill 1725.

Staff Presentation

James Meznek, Vice Chancellor
Education, Policy

Karen Sue Gross, President
Academic Senate for the California Community Colleges
DISCIPLINES REQUIRING THE MASTER'S

As Adopted April 9, 1989

This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July as required by AB 1725.

This list emphasizes that AB 1725 provides for establishing a process at the local level for determining whether a particular candidate has the equivalent of the specified minimum qualifications. Academic senates in every district will face the challenge of establishing, by joint agreement with the local governing board, a process and criteria by which to determine whether qualifications though not identical are, nonetheless, not lower than what is specified in the list.

Whenever this list mentions a Master's degree, any degree beyond the Master's would, of course, also satisfy that qualification.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

Accounting: Master's in accountancy, business administration with accounting concentration, business administration with a CPA license, or science in business with emphasis in accounting OR Bachelor's in business with accounting emphasis or economics with an accounting emphasis AND Master's in business, business education, economics, taxation, or finance OR CPA license AND Master's in business, business education, economics, taxation, or finance OR The equivalent

Anthropology: Master's in anthropology or archeology OR Bachelor's in either of the above AND Master's in sociology, biological sciences, primatology, forensic sciences, or genetics OR The equivalent

Art: Master's in fine arts, art, or art history OR Bachelor's in any of the above AND Master's in humanities OR The equivalent

Astronomy: See Physics/Astronomy

Biological Sciences: Master's in any biological science OR Bachelor's in any biological science AND Master's in biochemistry, biophysics, or marine science OR The equivalent
Business: Master's in business, business management, business administration, accountancy, finance, marketing, or business education OR Bachelor's in any of the above AND Master's in economics, personnel management, public administration, or JD or LLB degree OR Bachelor's in economics with a business emphasis AND Master's in personnel management, public administration, business education, or JD or LLB degree OR The equivalent

Chemistry: Master's in chemistry OR Bachelor's in chemistry AND Master's in biochemistry, chemical engineering, chemical physics, physics, microbiology, or molecular biology OR The equivalent

Child Development: Master's in child development, early childhood education, human development, family and consumer studies with a specialization in child development/early childhood OR Bachelor's in any of the above AND Master's in educational psychology with a specialization in child development, social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/home economics, family life studies, or family and consumer studies OR The equivalent

Computer Applications: Qualifications in the discipline of the application

Computer Science: Master's in computer science or computer engineering OR Bachelor's in either of the above AND Master's in mathematics, cybernetics, business administration, or engineering OR Bachelor's in engineering AND Master's in cybernetics, engineering, or business administration OR The equivalent

Counseling: Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, education counseling, social work, or career development OR The equivalent

Dance: Master's in dance, physical education with dance emphasis, or theater with dance emphasis OR Bachelor's in any of the above AND Master's in physical education, any life science, physiology, theater arts, kinesiology, humanities, or performing arts OR The equivalent
Drama/Theater Arts:
Master's in drama/theater arts/performance OR
Bachelor's in drama/theater arts/performance AND Master's in comparative literature, English, speech, literature, or humanities OR
The equivalent

Economics:
Master's in economics OR
Bachelor's in economics AND Master's in business, business administration, business management, business education, or finance OR
The equivalent

Education:
Master's in education OR
The equivalent

Engineering:
Master's in any field of engineering OR
Bachelor's in any of the above AND Master's in engineering materials, mathematics, physics, computer science, chemistry, or geology OR
The equivalent

English:
Master's in English, literature, comparative literature, or composition OR
Bachelor's in any of the above AND Master's in linguistics, TESL, speech, education with specialization in reading, creative writing, or journalism OR
The equivalent

ESL:
Master's in TESL, TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis, or education with a TESL emphasis OR
Bachelor's in TESL, TESOL, English with TESL certificate, linguistics with TESL certificate, or applied linguistics with TESL certificate AND Master's in linguistics, applied linguistics, English, composition, bilingual/bicultural studies, reading, or any foreign language OR
Bachelor's in a foreign language AND Master's in a foreign language AND a TESL certificate OR
The equivalent

Ethnic Studies: Master’s in the ethnic studies field OR
The equivalent OR
See Interdisciplinary Studies

Family and Consumer Studies:
Master's in family and consumer studies or life management/home economics OR
Bachelor's in either of the above AND Master's in child development, early childhood education, or human development OR
The equivalent
Foreign Languages:
Master's in the language being taught OR
Bachelor's in the language being taught AND
Master's in another foreign language OR
The equivalent

Geography:
Master's in geography OR
Bachelor's in geography AND Master's in geology, history, meteorology, or
oceanography OR
The equivalent OR
See Interdisciplinary Studies

Geology and Earth Science:
Master's in geology, geophysics, meteorology, oceanography, or paleontology OR
Bachelor's in geology AND Master's in geography or physics OR
The equivalent

Health:
Master's in health science, health education, biology, nursing, physical education,
dietetics, or nutrition OR
Bachelor's in any of the above AND Master's in public health, health education,
biology, or any biological science OR
The equivalent

Health Services Nursing:
Master's in nursing OR
Bachelor's in nursing, PHN, AND Master's in health education, sociology, psychology, counseling, health care administration, public health, or community health OR
The equivalent

History:
Master's in history OR
Bachelor's in history AND Master's in political science, humanities, geography, area studies, woman's studies, social science, or ethnic studies OR
The equivalent

Humanities:
Master's in humanities OR
The equivalent OR
See Interdisciplinary Studies

Instructional Design/Technology:
Master's in instructional design/technology OR
The equivalent
Interdisciplinary Studies:
Master's in the interdisciplinary area OR Master's in one of the disciplines included in the interdisciplinary area, provided that the local faculty determine that the instructor's coursework was broad enough to provide an ample basis for offering such a course. (For example, a course in women's studies could be taught by an instructor whose master's degree was in women's studies or by an instructor whose master's was in any of the disciplines covered by that course, provided the faculty approve as indicated above. The same principle would apply to ethnic studies courses, humanities courses, or courses of an interdisciplinary nature where no conventional degree applies such as nursing ethics or history through literature.)

Journalism:
Master's in journalism or communication with a specialization in journalism OR Bachelor's in either of the above AND Master's in English, history, communication, literature, composition, comparative literature, any social science, business, business administration, marketing, graphics, or photography OR The equivalent

Law:
JD or LLB OR meet qualifications in the discipline of the application OR The equivalent

Library Science:
Master's in library science OR The equivalent

Management:
Master's in business administration, business management, business education, marketing, public administration, or finance OR Bachelor's in any of the above AND Master's in economics, accountancy, taxation, or law OR The equivalent

Marketing:
Master's in business administration, business management, business education, marketing, advertising, or finance OR Bachelor's in any of the above AND Master's in economics, accountancy, taxation or law OR The equivalent

Mass Communication:
Master's in radio, television, film, or mass communication OR Bachelor's in any of the above AND Master's in drama/theater arts, communication, speech, speech communication, or business OR The equivalent
Mathematics: Master's in mathematics or applied mathematics OR Bachelor's in either of the above AND Master's in statistics, physics, or mathematics education OR The equivalent

Music: Master's in music OR Bachelor's in music AND Master's in humanities OR The equivalent

Nursing: Master's in nursing OR Bachelor's in nursing AND Master's in health education or health science OR The equivalent OR The minimum qualifications as set by the Board of Registered Nursing, whichever is higher

Office Management: Master's in business, business administration, or business education OR Bachelor's in any of the above and a Master's in vocational education OR The equivalent

Philosophy: Master's in philosophy OR Bachelor's in philosophy AND Master's in humanities or theology OR The equivalent

Photography: See Art

Physical Education: Master's in physical education OR Bachelor's in physical education AND Master's in any life science, dance, physiology, health education, recreation administration, kinesiology, or physical therapy OR The equivalent

Physics/Astronomy: Master's in physics, astronomy, or astrophysics OR Bachelor's in physics or astronomy AND Master's in engineering, mathematics, meteorology, or geophysics OR The equivalent

Political Science: Master's in political science, government, public administration, or international relations OR Bachelor's in any of the above AND Master's in economics, history, social science, sociology, or any ethnic studies OR The equivalent
Psychology:  Master's in psychology OR
Bachelor's in psychology AND Master's in counseling, sociology, statistics, neuroscience, or psychiatric social work OR
The equivalent

Reading:  Master's in education with specialization in reading or teaching reading OR
Bachelor's in any academic discipline AND additional certification in the teaching of reading AND Master's in English, literature, linguistics, applied linguistics, composition, comparative literature, TESL, or psychology OR
The equivalent

Recreation Administration:
Master's in recreation administration or physical education OR
Bachelor's in either of the above AND Master's in dance or gerontology OR
The equivalent

Religious Studies:
Master's in religious studies, theology, or philosophy OR
Bachelor's in any of the above AND Master's in humanities OR
The equivalent

Sociology:
Master's in sociology OR
Bachelor's in sociology AND Master's in anthropology, any ethnic studies, political science, or psychology OR
The equivalent

Social Science:
Master's in social science OR
The equivalent OR
See Interdisciplinary Studies

Special Education:
AB 1725, Section 87356 (c), establishes a separate process for recommendations regarding this field

Speech:
Master's in speech, speech broadcasting, telecommunication, rhetoric, speech communication, or organizational communication OR
Bachelor's in any of the above AND Master's in drama/theater arts, mass communication, or English OR
The equivalent

Women's Studies:
Master's in women's studies OR
The equivalent OR
See Interdisciplinary Studies
This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July 15 as required by AB 1725.

Work experience provides the mastery of the teaching subject matter needed in the disciplines on this list. The degrees required are to ensure sufficient general education and understanding of the community college and higher education in general. An associate's degree or better in any discipline contributes towards these objectives. Therefore, the proposal here is that every discipline is reasonably related to the disciplines on this list.

To be hired or assigned to offer instruction in a discipline on this list, one would have to possess two years of experience in that discipline with any Bachelor's degree or better and any certificate or license required to do that work or six years of experience in that discipline with any Associate's degree and any certificate or license required to do that work. Each local academic senate shall, by joint agreement with the local governing board, establish a hiring process and equivalency process. Through these processes, the determination can be made whether a particular person has the required degree and experience or the equivalent.

The list of "areas also included in the discipline" is not exhaustive. The attempt was to list explicitly those areas in which someone might not be sure otherwise whether they were included or just overlooked.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Areas also included in the discipline</th>
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<tbody>
<tr>
<td>Administration of justice</td>
<td>Police science, corrections, law enforcement</td>
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<tr>
<td>Aeronautics</td>
<td>Airframe and powerplant, aircraft mechanics</td>
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<tr>
<td>Agricultural business and related services</td>
<td>Inspection, pest control, food processing/meat cutting</td>
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<td>Agricultural engineering</td>
<td>Equipment and machinery, farm mechanics</td>
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<tr>
<td>Agricultural production</td>
<td>Animal science, plant science, beekeeping, aquaculture</td>
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<tr>
<td>Air conditioning, refrigeration, heating</td>
<td>Vending machines</td>
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<tr>
<td>Animal health technology</td>
<td>Six months delay requested</td>
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<tr>
<td>Appliance repair</td>
<td>Antique and classic auto restoration, Auto mechanics</td>
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<tr>
<td>Apprenticeship programs</td>
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<tr>
<td>Architecture</td>
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<td>Body technology</td>
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## Discipline

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<tr>
<th>Auto mechanics</th>
<th>Aviation</th>
<th>Banking and finance</th>
<th>Barbering</th>
<th>Bicycle repair</th>
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<tbody>
<tr>
<td>Bookbinding</td>
<td>Building codes and regulations</td>
<td>Building maintenance</td>
<td>Business machine technology</td>
<td>Cabinet making</td>
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<tr>
<td>Cardiovascular technology</td>
<td>Carpentry</td>
<td>Ceramic technology</td>
<td>Coaching</td>
<td>Commercial art</td>
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<td>Commercial music</td>
<td>Computer Information systems</td>
<td>Computer service technology</td>
<td>Construction management</td>
<td>Construction technology</td>
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<tr>
<td>Cosmetology</td>
<td>Court reporting</td>
<td>Culinary arts/food technology</td>
<td>Dental technology</td>
<td>Diagnostic medical technology</td>
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<tr>
<td>Dietetic technician</td>
<td>Drafting</td>
<td>Electricity</td>
<td>Electro-mechanical technology</td>
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<tr>
<td>Diesel mechanics</td>
<td>Electronics technology</td>
<td>Electromicroscopy</td>
<td>Electroplating</td>
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<tr>
<td>Emergency medical technician</td>
<td>Engineering technologies</td>
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<tr>
<td>Equine science</td>
<td>Equine training, equitation, ferrier science, horse pack management</td>
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</tbody>
</table>

### Areas also included in the discipline

| Flight, navigation, ground school | Inspecting of construction, building codes, contractor training |
| Signmaking, lettering, packaging, rendering | Computer network installation |
| Food service, meat cutting, baking, waiter/waitressing | Dental assisting, dental hygiene |
| Diagnostic medical sonography, neurodiagnostic technology |
| Electrical power distribution | Industrial mechanical technology |
| Radio, television, and computer repair | Surveying, engineering aides |

### Additional Areas

- Engineering technologies
Discipline
Estimating
Fabric care
Fashion and related technologies
Film making/video
Fire technology
Flight attendant training
Fluid mechanics technology
Forestry/natural resources
Furniture making
Graphic arts
Gunsmithing
Hazardous material abatement
Heavy duty equipment mechanics
Hotel and motel services
Industrial design
Industrial maintenance
Industrial relations
Industrial safety
Industrial technology
Interior design
Janitorial services
Jewelry
Labor relations
Labor studies
Laser technology
Legal assisting
Library technology
Licensed vocational nursing
Locksmithing
Machine tool technology
Manufacturing technology
Marine diving technology
Materials testing technology
Media production
Medical assistant
Medical instrument repair

Areas also included in the discipline
Laundry and dry cleaning
Merchandising, design, production
Range management; soil, air, and water resources;
fish/wildlife management; parks and recreation
Desk top publishing
Foundary occupations
Laser electro-optics technology
Paralegal
Tool and die making
Quality control, process control
Destructive testing or nondestructive examination
Discipline
Medical record technology
Mining and metallurgy
Mortuary science
Motorcycle repair
Music management
Musical instrument repair
Nursing ancillaries
Nursing science: clinical practice
Occupational therapy assisting
Office technologies
Ornamental horticulture
Pharmacy technology
Photographic technology/commercial photography
Physical therapy assisting
Piano tuning and repair
Plastics
Plumbing
Printing technology
Private Security
Prosthetics and orthotics
Psychiatric technician
Public relations
Radiologic technology
Radiation therapy
Real estate
Rehabilitation technician
Respiratory technician
Respiratory technologies
Restaurant management
Retailing
Robotics
Sanitation and public health technology
Sewage treatment
Sheet metal
Ship and boat building and repair

Areas also included in the discipline
Oilfield operations
Music merchandising
Certified nurse aide, home health aide
Secretarial skills, office systems, word processing
Landscape horticulture, design, maintenance floristry, floral design
Typography, composition, printing
Security management, safety/accident control, hazardous substance management, crime prevention
Purchasing, merchandising, and sales
Computer integrated manufacturing
Discipline

Shoe rebuilding
Sign language
Small engine mechanics
Stagecraft
Steamfitting

Surgical technology
Telecommunication technology
Transportation
Travel services
Upholstering

Vision care technology
Watch and clock repair
Water treatment
Welding

Areas also included in the discipline

Dispatching
As Adopted April 9, 1989

DISCIPLINES REQUIRING THE MASTER'S

This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July as required by AB 1725.

This list emphasizes that AB 1725 provides for establishing a process at the local level for determining whether a particular candidate has the equivalent of the specified minimum qualifications. Academic senates in every district will face the challenge of establishing, by joint agreement with the local governing board, a process and criteria by which to determine whether qualifications though not identical are, nonetheless, not lower than what is specified in the list.

Whenever this list mentions a Master's degree, any degree beyond the Master's would, of course, also satisfy that qualification.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

Accounting: Master's in accountancy, business administration with accounting concentration, business administration with a CPA license, or science in business with emphasis in accounting OR Bachelor's in business with accounting emphasis or economics with an accounting emphasis AND Master's in business, business education, economics, taxation, or finance OR CPA license AND Master's in business, business education, economics, taxation, or finance OR The equivalent

Anthropology: Master's in anthropology or archeology OR Bachelor's in either of the above AND Master's in sociology, biological sciences, primatology, forensic sciences, or genetics OR The equivalent

Art: Master's in fine arts, art, or art history OR Bachelor's in any of the above AND Master's in humanities OR The equivalent

Astronomy: See Physics/Astronomy

Biological Sciences: Master's in any biological science OR Bachelor's in any biological science AND Master's in biochemistry, biophysics, or marine science OR The equivalent
Business:
Master's in business, business management, business administration, accounting, finance, marketing, or business education OR
Bachelor's in any of the above AND Master's in economics, personnel management, public administration, or JD or LLB degree OR
Bachelor's in economics with a business emphasis AND Master's in personnel management, public administration, business education, or JD or LLB degree OR
The equivalent

Chemistry:
Master's in chemistry OR
Bachelor's in chemistry AND Master's in biochemistry, chemical engineering, chemical physics, physics, microbiology, or molecular biology OR
The equivalent

Child Development:
Master's in child development, early childhood education, human development, family and consumer studies with a specialization in child development/early childhood OR
Bachelor's in any of the above AND Master's in educational psychology with a specialization in child development, social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/home economics, family life studies, or family and consumer studies OR
The equivalent

Computer Applications:
Qualifications in the discipline of the application

Computer Science:
Master's in computer science or computer engineering OR
Bachelor's in either of the above AND Master's in mathematics, cybernetics, business administration, or engineering OR
Bachelor's in engineering AND Master's in cybernetics, engineering, or business administration OR
The equivalent

Counseling:
Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, education counseling, social work, or career development OR
The equivalent

Dance:
Master's in dance, physical education with dance emphasis, or theater with dance emphasis OR
Bachelor's in any of the above AND Master's in physical education, any life science, physiology, theater arts, kinesiology, humanities, or performing arts OR
The equivalent
Drama/Theater Arts:
Master's in drama/theater arts/performance OR
Bachelor's in drama/theater arts/performance AND Master's in comparative literature, English, speech, literature, or humanities OR
The equivalent

Economics:
Master's in economics OR
Bachelor's in economics AND Master's in business, business administration, business management, business education, or finance OR
The equivalent

Education:
Master's in education OR
The equivalent

Engineering:
Master's in any field of engineering OR
Bachelor's in any of the above AND Master's in engineering materials, mathematics, physics, computer science, chemistry, or geology OR
The equivalent

English:
Master's in English, literature, comparative literature, or composition OR
Bachelor's in any of the above AND Master's in linguistics, TESL, speech, education with specialization in reading, creative writing, or journalism OR
The equivalent

ESL:
Master's in TESL, TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis, or education with a TESL emphasis OR
Bachelor's in TESL, TESOL, English with TESL certificate, linguistics with TESL certificate, or applied linguistics with TESL certificate AND Master's in linguistics, applied linguistics, English, composition, bilingual/bicultural studies, reading, or any foreign language OR
Bachelor's in a foreign language AND Master's in a foreign language AND a TESL certificate OR
The equivalent

Ethnic Studies: Master's in the ethnic studies field OR
The equivalent OR
See Interdisciplinary Studies

Family and Consumer Studies:
Master's in family and consumer studies or life management/home economics OR
Bachelor's in either of the above AND Master's in child development, early childhood education, or human development OR
The equivalent
Foreign Languages:
Master's in the language being taught OR
Bachelor's in the language being taught AND
Master's in another foreign language OR
The equivalent

Geography:
Master's in geography OR
Bachelor's in geography AND Master's in geology, history, meteorology, or oceanography OR
The equivalent OR
See Interdisciplinary Studies

Geology and Earth Science:
Master's in geology, geophysics, meteorology, oceanography, or paleontology OR
Bachelor's in geology AND Master's in geology or physics OR
The equivalent

Health:
Master's in health science, health education, biology, nursing, physical education, dietetics, or nutrition OR
Bachelor's in any of the above AND Master's in public health, health education, biology, or any biological science OR
The equivalent

Health Services Nursing:
Master's in nursing OR
Bachelor's in nursing, PHN, AND Master's in health education, sociology, psychology, counseling, health care administration, public health, or community health OR
The equivalent

History:
Master's in history OR
Bachelor's in history AND Master's in political science, humanities, geography, area studies, women's studies, social science, or ethnic studies OR
The equivalent

Humanities:
Master's in humanities OR
The equivalent OR
See Interdisciplinary Studies

Instructional Design/Technology:
Master's in instructional design/technology OR
The equivalent
Interdisciplinary Studies:
Master's in the interdisciplinary area OR Master's in one of the disciplines included in the interdisciplinary area, provided that the local faculty determine that the instructor's coursework was broad enough to provide an ample basis for offering such a course. (For example, a course in women's studies could be taught by an instructor whose master's degree was in women's studies or by an instructor whose master's was in any of the disciplines covered by that course, provided the faculty approve as indicated above. The same principle would apply to ethnic studies courses, humanities courses, or courses of an interdisciplinary nature where no conventional degree applies such as nursing ethics or history through literature.)

Journalism:
Master's in journalism or communication with a specialization in journalism OR Bachelor's in either of the above AND Master's in English, history, communication, literature, composition, comparative literature, any social science, business, business administration, marketing, graphics, or photography OR The equivalent

Law:
JD or LLB OR meet qualifications in the discipline of the application OR The equivalent

Library Science:
Master's in library science OR The equivalent

Management:
Master's in business administration, business management, business education, marketing, public administration, or finance OR Bachelor's in any of the above AND Master's in economics, accountancy, taxation, or law OR The equivalent

Marketing:
Master's in business administration, business management, business education, marketing, advertising, or finance OR Bachelor's in any of the above AND Master's in economics, accountancy, taxation, or law OR The equivalent

Mass Communication:
Master's in radio, television, film, or mass communication OR Bachelor's in any of the above AND Master's in drama/theater arts, communication, speech, speech communication, or business OR The equivalent
Mathematics: Master's in mathematics or applied mathematics OR Bachelor's in either of the above AND Master's in statistics, physics, or mathematics education OR The equivalent

Music: Master's in music OR Bachelor's in music AND Master's in humanities OR The equivalent

Nursing: Master's in nursing OR Bachelor's in nursing AND Master's in health education or health science OR The equivalent OR The minimum qualifications as set by the Board of Registered Nursing, whichever is higher

Office Management: Master's in business, business administration, or business education OR Bachelor's in any of the above and a Master's in vocational education OR The equivalent

Philosophy: Master's in philosophy OR Bachelor's in philosophy AND Master's in humanities or theology OR The equivalent

Photography: See Art

Physical Education: Master's in physical education OR Bachelor's in physical education AND Master's in any life science, dance, physiology, health education, recreation administration, kinesiology, or physical therapy OR The equivalent

Physics/Astronomy: Master's in physics, astronomy, or astrophysics OR Bachelor's in physics or astronomy AND Master's in engineering, mathematics, meteorology, or geophysics OR The equivalent

Political Science: Master's in political science, government, public administration, or international relations OR Bachelor's in any of the above AND Master's in economics, history, social science, sociology, or any ethnic studies OR The equivalent
Psychology: Master's in psychology OR Bachelor's in psychology AND Master's in counseling, sociology, statistics, neuroscience, or psychiatric social work OR The equivalent

Reading: Master's in education with specialization in reading or teaching reading OR Bachelor's in any academic discipline AND additional certification in the teaching of reading AND Master's in English, literature, linguistics, applied linguistics, composition, comparative literature, TESL, or psychology OR

Recreation Administration: Master's in recreation administration or physical education OR Bachelor's in either of the above AND Master's in dance or gerontology OR The equivalent

Religious Studies: Master's in religious studies, theology, or philosophy OR Bachelor's in any of the above AND Master's in humanities OR The equivalent

Sociology: Master's in sociology OR Bachelor's in sociology AND Master's in anthropology, any ethnic studies, political science, or psychology OR The equivalent

Social Science: Master's in social science OR The equivalent OR See Interdisciplinary Studies

Special Education: AB 1725, Section 37356 (c), establishes a separate process for recommendations regarding this field

Speech: Master's in speech, speech broadcasting, telecommunication, rhetoric, speech communication, or organizational communication OR Bachelor's in any of the above AND Master's in drama/theater arts, mass communication, or English OR The equivalent

Women's Studies: Master's in women's studies OR The equivalent OR See Interdisciplinary Studies
As Adopted April 9, 1969

DISCIPLINES IN WHICH THE MASTER’S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE

This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July as required by AB 1725.

Work experience provides the mastery of the teaching subject matter needed in the disciplines on this list. The degrees required are to ensure sufficient general education and understanding of the community college and higher education in general. An associate’s degree or better in any discipline contributes towards these objectives. Therefore, the proposal here is that every discipline is reasonably related to the disciplines on this list.

To be hired or assigned to offer instruction in a discipline on this list, one would have to possess two years of experience in that discipline with any Bachelor’s degree or better and any certificate or license required to do that work or six years of experience in that discipline with any Associate’s degree and any certificate or license required to do that work. Each local academic senate shall, by joint agreement with the local governing board, establish a hiring process and equivalency process. Through these processes, the determination can be made whether a particular person has the required degree and experience or the equivalent.

The list of “areas also included in the discipline” is not exhaustive. The attempt was to list explicitly those areas in which someone might not be sure otherwise whether they were included or just overlooked.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Areas also included in the discipline</th>
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<tbody>
<tr>
<td>Administration of justice</td>
<td>Police science, corrections, law enforcement</td>
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<tr>
<td>Aeronautics</td>
<td>Airframe and powerplant, aircraft mechanics</td>
</tr>
<tr>
<td>Agricultural business and related services</td>
<td>Inspection, pest control, food processing/meat cutting</td>
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<tr>
<td>Agricultural engineering</td>
<td>Equipment and machinery, farm mechanics</td>
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<tr>
<td>Agricultural production</td>
<td>Animal science, plant science, beekeeping, aquaculture</td>
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<tr>
<td>Air conditioning, refrigeration, heating</td>
<td>Vending machines</td>
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<tr>
<td>Animal health technology</td>
<td>Six months delay requested</td>
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<td>Appliance repair</td>
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<td>Apprenticeship programs</td>
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<td>Architecture</td>
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Six months delay requested

Antique and classic auto restoration Auto mechanics
Discipline

Auto mechanics
Aviation
Banking and finance
Barbering
Bicycle repair

Bookbinding
Building codes and regulations

Building maintenance
Business machine technology
Cabinet making

Cardiovascular technology
Carpentry
Ceramic technology
Coaching
Commercial art

Commercial music

Computer Information systems
Computer service technology
Construction management
Construction technology

Cosmetology
Court reporting
Culinary arts/food technology
Dental technology
Diagnostic medical technology

Diesel mechanics
Dietetic technician
Drafting

Electronics technology
Electromicroscopy
Electroplating

Emergency medical technician
Engineering technologies

Equine science

Areas also included in the discipline

Flight, navigation, ground school

Inspecting of construction, building codes, contractor training

Signmaking, lettering, packaging, rendering

Computer network installation

Food service, meat cutting, baking, waiter/waitressing
Dental assisting, dental hygiene
Diagnostic medical sonography, neurodiagnostic technology

Electrical power distribution
Industrial mechanical technology

Radio, television, and computer repair

Surveying, engineering aides

Equine training, equitation, farrier science horse pack management
Discipline
Estimating
Fabric care
Fashion and related technologies
Film making/video
Fire technology

Flight attendant training
Fluid mechanics technology
Forestry/natural resources

Furniture making
Graphic arts

Gunsmithing
Hazardous material abatement
Heavy duty equipment mechanics
Hotel and motel services
Industrial design

Industrial maintenance
Industrial relations
Industrial safety
Industrial technology
Interior design

Janitorial services
Jewelry
Labor relations
Labor studies
Laser technology

Legal assisting
Library technology
Licensed vocational nursing
Locksmithing
Machine tool technology

Manufacturing technology
Marine diving technology
Materials testing technology
Media production
Medical assistant

Medical instrument repair

Areas also included in the discipline

Laundry and dry cleaning
Merchandising, design, production

Range management; soil, air, and water resources;
fish/wildlife management; parks and recreation

Desk top publishing

Foundary occupations

Laser electro-optics technology

Paralegal

Tool and die making

Quality control, process control

Destructive testing or nondestructive examination
Discipline
Medical record technology
Mining and metallurgy
Mortuary science
Motorcycle repair
Music management
Musical instrument repair
Nursing ancillaries
Nursing science: clinical practice
Occupational therapy assisting
Office technologies

Ornamental horticulture

Pharmacy technology
Photographic technology/commercial photography
Physical therapy assisting
Piano tuning and repair

Plastics
Plumbing
Printing technology
Private Security

Prosthetics and orthotics
Psychiatric technician
Public relations
Radiologic technology
Radiation therapy
Real estate

Rehabilitation technician
Respiratory technician
Respiratory technologies
Restaurant management
Retailing

Robotics
Sanitation and public health technology
Sewage treatment
Sheet metal
Ship and boat building and repair

Areas also included in the discipline
Oilfield operations
Music merchandising
Certified nurse aide, home health aide
Secretarial skills, office systems, word processing
Landscape horticulture, design, maintenance floristry, floral design

Typography, composition, printing
Security management, safety/accident control, hazardous substance management, crime prevention

Purchasing, merchandising, and sales
Computer integrated manufacturing
Discipline

Shoe rebuilding
Sid language
Small engine mechanics
Stagecraft
Steamfitting

Surgical technology
Telecommunication technology
Transportation
Travel services
Upholstering

Vision care technology
Watch and clock repair
Water treatment
Welding

Areas also included in the discipline

Dispatching