

Coast Community College District
ADMINISTRATIVE PROCEDURE

Chapter 7
Human Resources

AP 7120C Faculty Hiring

References:

Education Code Sections 87001, 87355-87360
Title 5, Sections 53024, 53024.1, 53400-53430
Agreement with the Coast Federation of Educators, American Federation of Teachers, Local 1911 ("CFE")
Agreement with the Coast Community College Association-California Teachers Association/National Education Association ("CCA")
BP 3420/ AP 3420 Equal Employment Opportunity
BP 7902 Faculty Service Areas, Minimum Qualifications and Equivalency

Full-Time Faculty Hiring Recruitment

Consistent with Board Policy 3420 and the District's diversity and equity goals, recruitment shall be a proactive process intended to attract a robust pool of candidates with diverse backgrounds, and promote a welcoming and inclusive hiring process for faculty with a wide variety of experiences. The District will comply with Equal Employment Opportunity ("EEO") as set forth in Board Policy and Administrative Procedure 3420.

As a District, we are invested in cultivating and maintaining a work environment where equity and mutual respect are intrinsic by valuing individuals and groups from all backgrounds, demographics, and experiences. Individual and group differences can include, but are not limited to, the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, political beliefs, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state, or local law.

Application Materials

A complete application may include, but not be limited to, the following:

1. Complete District Application Form as described on the job announcement (required)
2. Responses to Supplemental Questions (as required)
3. Cover letter addressing the applicant's qualifications, including desirable qualifications for the subject(s) to be taught (as required)
4. Resume/Curriculum Vitae ("C.V.") (as required)
5. Unofficial transcripts (as required)

6. Equivalency Request Form (Appendix B) and supporting documentation (if applicable)

NOTE: Documents not requested in the job announcement will not be considered.

Recruitment

The District Office of Human Resources will coordinate efforts to advertise and recruit applicants for faculty positions. Advertisement and recruitment responsibilities shall include, but not be limited to, the following:

- Coordinate and establish print and electronic advertising resources, including but not limited to websites, newspapers, journals, magazines, and newsletters. Additional recruitment sources may include professional associations; county, state, and federal organizations; organizations promoting employment diversity and outreach to under-represented groups reflective of the communities and the students served by the District; graduate schools; chairpersons at colleges and universities; and professional contacts and organizations, as appropriate.
- Promote District hiring needs and policies by meeting with local, state-wide, and out-of-state groups and individuals interested in employment opportunities with the District. Appropriate activities may include contacting college placement bureaus, attending job fairs, speaking to business organizations, visiting high school faculty, and generally promoting District employment opportunities.
- Work closely with College Human Resources to identify and recommend recruitment resources and needs for each advertised position.
- Report to the appropriate College Search Committee on advertising and recruitment activities during the recruitment process.
- Assist potential applicants and newly employed personnel with information about local housing, schools, spousal/domestic partner employment opportunities, transportation, and other practical concerns affected by the advertised position.

College and Faculty Participation

The District encourages and provides for the active participation of each College and faculty in recruitment efforts. Such participation may take the form of meeting with prospective applicants or representative groups to promote or explain advertised positions in detail, the advertisement of open positions at conferences and workshops, the mailing or distribution of flyers to representative individuals or groups, or other activities that would assist recruitment, such as District and College Hire Me workshops.

Advertising Timeline

With the understanding that timing is of major importance in successfully recruiting a diverse population of applicants for faculty positions, these guidelines shall apply:

- The authorization process for anticipated advertised positions shall commence as early as possible. To ensure the maximum time for recruitment and hiring procedures, authorizations for positions for the forthcoming year should be made in the fall semester whenever possible.
- All positions shall be advertised for a minimum of 20 business days. Any changes in the original length of time a job is advertised shall be discussed

between the Human Resources Coordinator/EEO Representative (“EEO Rep”), Chair of the Search Committee, and the Hiring Manager before implementation.

- In order to ensure full participation of faculty in the recruitment and hiring process, and to provide maximum exposure of the advertised position to potential candidates, every effort shall be made for positions to close no later than four weeks before the end of the semester prior to the advertised start of the position. In the event that faculty participate in hiring activities during non-duty days, faculty will be compensated as set forth in the District’s collective bargaining agreements with CFE and CCA.
- Notice of vacancy forms filed with the Colleges to initiate authorization for positions shall include college recommendations for advertising resources in common use. Search Committee members are encouraged to enhance the list when it is practical to do so. Copies of the list of District advertising resources shall be available to faculty ahead of time so they may make such recommendations to their College Human Resources office.
- The District, in cooperation with the Search Committee, Selection Committee, Discipline-Based Minimum Qualification/Equivalency Committees MQ/EQ, and the Equivalency Oversight Committee (“EqOC”), shall make every effort to see that the steps required for hiring new faculty are completed in accordance with these procedures.

Development and Announcement of Position

The Search Committee will review and approve the job announcement and forward recommendations to the College Office of Human Resources. The EEO Rep will notify the Search Committee Chair of any recommended changes prior to advertisement. The Search Committee Chair reserves the right to return the job announcement to the appropriate committee (Search or Academic Senate) for approval. Final approval of the job announcement is the responsibility of the College President.

All job announcements for faculty positions in the District shall include the following requirements:

- The Minimum Qualifications set by the State.
- Education and/or experience equivalent to the Minimum Qualifications as per the District’s equivalency requirements.

Evidence of responsiveness to, and understanding of the racial, ethnic, disability, gender identity, sexual orientation, socioeconomic, academic, and cultural diversity within the community college student population, including students with different ability statuses (e.g., physical and/or learning) as these factors relate to the need for equity-minded and inclusive practices within the classroom.

- Ability to contribute to College and District-wide professional responsibilities and activities.

- Desirable qualifications (BP 7902 Faculty Service Areas, Minimum Qualifications and Equivalency) and/or additional required qualifications.
- Reference to the Equivalency Procedures.

All faculty job announcements should contain this language: “May include online, correspondence, onsite, evening, and weekend teaching assignments.”

In addition, the above criteria shall be included among those used by the Search Committee and Selection Committee to screen and/or interview candidates.

Search

The College President or designee, appoints the Division Dean from the discipline seeking a position to serve as Hiring Manager. In the event that a discipline is not assigned to a Division Dean, the College President will appoint an alternate Division Dean.

Once the Hiring Manager is appointed, they shall inform the Academic Senate in a timely manner of the job opening and will initiate the formulation of the Search Committee.

Search Committee Composition

- Search Committee composition will consist of three full-time discipline faculty and the Hiring Manager, as appointed by the College President.
1. If there are more volunteers than number of committee member slots, the Academic Senate will facilitate a department vote. If the department vote results in a tie, the Academic Senate as a whole will vote.
 2. In the event that there are not three volunteer faculty from the discipline, the discipline faculty and Dean, or in the case when there are no full-time faculty from the discipline, the Dean will request volunteers from the College via the Academic Senate, per the following process:
 - a. From other full-time faculty who have a Faculty Service Area (“FSA”) in the discipline or have been granted equivalency to teach in that discipline. In the case of a position that requires a state or federal license or certificate (such as aeronautics, medical, etc.), for other full-time faculty at the College who have the required license or certificate. The discipline faculty and Dean (or just the Dean if no discipline faculty) will decide if part-time faculty should be included in the original call or in a second call.
 - b. If there are still no qualified volunteers after following 2.a., expand the search to full-time faculty who meet the minimum qualifications for the discipline as listed in the current *ASCCC Minimum*

Qualifications for Faculty and Administrators in California Community Colleges but have not received a formal FSA or equivalency. The discipline faculty and Dean (or just the Dean, if no discipline faculty) will decide if part-time faculty should be included in the original call or in a second call.

3. In the event that there are not three qualified volunteers from the College, a request must be made to the College's Academic Senate to seek volunteers at the other two Colleges in the District. The Academic Senate will request those volunteers, per the following process:
 - a. From other full-time faculty who have an FSA in the discipline or have been granted equivalency to teach in that discipline. In the case of a position that requires a state or federal license or certificate (such as aeronautics, medical, etc.), for other full-time faculty who have the required license or certificate. The discipline faculty and Dean (or just the Dean, if there is no discipline faculty) will decide if part-time faculty should be included in the original call or in a second call.
 - b. If there are still no qualified volunteers after following 3.a., expand the search to full-time faculty who meet the minimum qualifications for the discipline as listed in the current *ASCCC Minimum Qualifications for Faculty and Administrators in California Community College* but have not received a formal FSA or equivalency. The discipline faculty and Dean (or just the Dean, if there is no discipline faculty) will decide if part-time faculty should be included in the original call or in a second call.
 - c. In the event that there are not enough faculty to form the Search Committee according to the above guidelines, the President of the College will work with the Academic Senate to identify other faculty within the District or other local colleges/universities who would be appropriate to serve on the Search Committee.

The College President or designee and the President of the Academic Senate or designee will review the makeup of Search Committees and may require the selection of alternate Committee members to ensure a diverse committee composition reflecting a variety of perspectives in assessment of applicants. If the College President or designee does not approve a Search Committee for lack of diverse backgrounds and/or experiences in support of the District's EEO Plan and Title 5 Section 53024, the College President or designee will consult and mutually agree with the Academic Senate, and the College President and the Academic Senate may adjust the Search Committee composition. If the Academic Senate and College President do not agree, the Vice Chancellor of Human Resources or Chancellor will be consulted to make the final determination and approve the Search Committee composition.

A good faith effort should be made to ensure that the Search Committee reflects the gender, ethnic, and racial diversity of the College's student population, to the extent possible. In addition, other aspects of diversity should be considered such as those defined in Title 5 Section 51201 (e.g., national origin or ancestry, citizenship, immigration status, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, political beliefs, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation).

- In rare circumstances, the Search Committee may request input from additional District or non-District full-time or part-time faculty, administrators, classified staff, students, and members of the community. This request may be made to the Academic Senate for one additional Search Committee member. If the Academic Senate approves an additional committee member, that member will be appointed by the respective constituency group as follows:
 - Full or part-time faculty appointed by the Academic Senate
 - Administrator appointed by CDMA
 - Classified appointed by the College Classified Senate
 - Student appointed by Associated Students
 - Community member appointed by the College President
 - Retired Faculty member appointed by the Academic Senate
- Whenever possible, members of the Search Committee will reflect diversity as it pertains to Board Policy 3420.
- In all cases, search committees must be comprised of a majority of faculty.
- All members shall share full committee responsibilities.
- Each respective Academic Senate shall confirm faculty appointments to the Search Committee using local College procedures and approve the Search Committee composition.

Search Committee Responsibilities

It is the obligation of the Search Committee to evaluate each candidate fully, impartially, and only in terms of qualifications specific to the position which have been made known as such to candidates. All committee members, and those associated with such processes, must maintain the highest degree of confidentiality. Revealing information that has been discussed throughout the Search Committee process, other than with appropriate District personnel, compromises the process and associated individuals. Search Committee members may report process infractions and seek remedies as specified in the EEO procedures.

Committee Chair

The Search Committee will select a faculty member from its membership to chair the committee, and to:

- Implement all procedures under "Search Committee Responsibilities";
- Notify the /EEO Rep or designee, Academic Senate President, and the appropriate Hiring Manager of the composition of the Search Committee;

- Ensure application, screening, and interview materials are returned to the College Human Resources office; and
- Represent the Search Committee as a member of the Selection Committee.

EEO Rep or Designee shall:

- Review the role of the Search Committee;
- Provide the Search Committee with screening and selection instructions as described in these procedures;
- Ensure that the Search Committee reviews and complies with the guidelines established in the District EEO Policy and Plan (BP 3420);
- Coordinate with the District Office of Human Resources regarding any District full-time faculty member who has requested a transfer according to the Agreement with CFE;
- Coordinate and arrange for candidate interviews; and
- Make arrangements for all Search Committee meetings and schedule meeting times convenient for the majority of Search Committee members with particular sensitivity to faculty teaching schedules.

Search Committee

- The Search Committee shall elect its Chair at the first meeting.
- Search Committee members shall:
 - Commit to the time required to complete the entire process;
 - Attend all meetings and interviews. If a Search Committee member is unable to attend a scheduled meeting, they shall not have any further involvement with the search process;
 - Review, understand, and comply with the District EEO Policy and Plan (BP 3420);
 - Familiarize themselves with the search process;
 - Meet with the EEO Rep or designee before the screening of applicants to review the EEO procedures that are outlined in the District EEO Policy and Plan (BP 3420);
 - Complete the EEO training within two years prior to the start of the recruitment;
 - Review and approve the job announcement;
 - Develop application screening criteria that will be reviewed by the EEO Rep or designee. The EEO Rep or designee, and the Search Committee Chair will discuss and agree upon any changes to the application screening criteria;
 - From the job announcement, develop interview questions that will be reviewed by the EEO Rep or designee. The EEO Rep or designee, and the Search Committee Chair will discuss and agree upon any changes to the interview questions. The Search Committee is encouraged to also consider demonstrations, a writing sample, or alternative forms of evaluation, such as electronic portfolios and recorded presentations as applicable;

- Interview current full-time District faculty members who have requested a transfer according to the Agreement with CFE;
- Any concerns about the search process should be brought to the attention of the Search Committee Chair or the EEO Rep.

Search Process

Orientation and EEO Training

All Search Committee members are required to complete the District's EEO training within two years before the start of the recruitment process.

The Search Committee will meet with the EEO Rep or designee before the screening of applicants to review the EEO procedures which are outlined in the District EEO Plan. The Search Committee will review, understand, and comply with the District EEO Policy and Plan. Each Search Committee member will sign a Conflict of Interest and Confidentiality Statement.

Screening Criteria and Applicant Screening

The Search Committee will develop application screening criteria and rubrics, which will be reviewed by the EEO Rep or designee, and will complete the applicant screening.

The Search Committee will conduct a review of Minimum Qualifications. Applications for Equivalency will be processed in accordance with adopted Equivalency Procedures.

The Search Committee will evaluate candidates who meet the Minimum Qualifications or have been granted Equivalency and perform an independent evaluation of any desirable qualifications and/or additional required qualifications. Candidates will be ranked on the basis of established screening criteria and rubrics. The Search Committee shall meet to discuss candidates, resolve any discrepancies, and determine candidates to be interviewed.

Candidate Evaluation

Search Committee members will not discuss ratings, rankings, or recommendations of candidates until all evaluations have been completed by each Committee member. Following the independent evaluation, the Committee will discuss the ratings and evaluate the merits of the candidates to determine if there is an adequate pool of qualified candidates with which to proceed to the interview phase. If yes, the Committee will determine which candidates to invite for interview.

Initial Interview Process

- All approved questions will be asked of each candidate.
- Each approved question will be posed by a member of the Search Committee.
- The same amount of time will be scheduled for each candidate.

- Consistency will be maintained during the interview process for valid comparison.
- All Search Committee members will make written comments for each response on the interview form.
- All Search Committee members will evaluate candidates according to the approved interview criteria.
- The Search Committee will select a minimum of three candidates. If the Committee is unable to select a minimum of three candidates to move forward in the recruitment process, they must consult with the College President or designee.

At the conclusion of the initial interviews, all interview materials, along with the names of all selected candidates, will be forwarded to the EEO Rep or designee. In the event that there is not a minimum of three preferred candidates, the Committee Chair and Hiring Manager will meet with the Search Committee to discuss and explore alternatives. Alternatives may include (a) an agreement to move only the selected candidates forward; (b) a determination of the need for a new search; (c) a determination to discontinue the process and defer reopening for a period of time; and (d) an agreement between the Hiring Manager and Search Committee, based on additional or clarifying information from the Hiring Manager, that the Search Committee will re-evaluate the current pool for possible additional candidates. If the committee and the Hiring Manager do not reach an agreement on how best to proceed, the College President or designee will be consulted and assist in making the final determination. If the result is a failed search, the position will be preserved and a new search will commence as soon as practically possible.

At the conclusion of each step of the search process, the EEO Rep or designee will review the recommendations of the Search Committee to ensure that there is no adverse impact to disproportionately impacted groups. A disparity identified in a given screening or selection process will not constitute adverse impact if the numbers involved are too small to permit a meaningful comparison. When an adverse impact exists, the Search Committee will meet to discuss and explore alternatives. Alternatives could include (a) an agreement, based on additional or clarifying information from the EEO Rep that the Search Committee will re-evaluate the current pool for possible continuation of the process in a manner that removes the adverse impact; (b) a determination of the need for a new search with additional advertising efforts; and (c) a determination to discontinue the process and defer reopening for a period of time. If the Committee, the Hiring Manager, and the EEO Rep do not reach an agreement on how best to proceed, the Vice Chancellor of Human Resources or designee will be consulted and assist in making the final determination.

Selection

Selection Committee Composition

The Search Committee Chair or faculty discipline designee who served on the Search Committee will serve as the faculty representative on the Selection Committee. If the

Search Committee has ranked the candidates, the faculty representative to the Selection Committee and the Hiring Manager have the responsibility to inform the Selection Committee of any rankings of the selected candidates after the final interviews have been completed and before a final decision is made.

The Selection Committee for full-time faculty hiring will consist of at least the following individuals:

- The College President or designee
- College Vice Presidents may participate at their discretion
- The Division Dean
- The Search Committee Chair and any faculty who served on the Search Committee.

Selection Committee Responsibilities

Reference Checks

The College President or designee will conduct reference checks on the prescribed form of the selected candidates after the final interviews and may share results with the Selection Committee.

Final Interviews

The Selection Committee will:

- Be responsible for developing final interview questions, and for providing agreed upon questions to the EEO Rep or designee.
- Participate in the final interview.
- Discuss the merits of each candidate after final interviews conclude.
- Be responsible for giving due consideration to each finalist.

If the Search Committee ranked candidates, the Selection Committee members will then be informed of the Search Committee's ranking of the finalists. After discussing the qualifications of candidates, the College President makes their selection. The College President then recommends their selection to the Chancellor. All recommended candidates are subject to Board approval.

Notification of Candidates

College Human Resources is responsible for timely notification to each of the candidates of the College President's decision.

Emergency Hiring

Full-Time (Temporary – This Does Not Include Tenure Track)

For full-time temporary faculty vacancies occurring unexpectedly within two weeks of the start of an assignment, a shortened "emergency" hiring process will be engaged.

The emergency hiring process will allow for a shortened recruitment period of up to five business days. The recruitment period for an emergency hiring process is to be determined in consultation between College Human Resources and the Division Dean or designee. The Search and Selection Committees shall also be abbreviated, and will consist minimally of the Division Dean or designee and the Department Chair or designee.

PART-TIME FACULTY HIRING PROCEDURES

Application Process

The Part-time Faculty Applicant Pool is composed of faculty applicants who have applied for a part-time teaching position in the District. As specified in the following section, the applications of candidates for this Applicant Pool will be accepted on a continuous basis throughout the year and, as a result of specific advertisements, will be organized by discipline and will be sent to Deans or their designee who are seeking candidates for vacant part-time teaching positions. Faculty who are in this Applicant Pool have not been interviewed by a College Search Committee and equivalencies to minimum qualifications have not yet been determined.

Application Requirements

All part-time faculty members must meet the required qualifications to teach in their respective disciplines as described in the State Chancellor's Office publication *The Minimum Qualifications for Faculty and Administrators in California Community Colleges* ("Disciplines List") approved by the Board of Governors of the California Community Colleges, and as approved by the District's Equivalency Committee.

Application Timeline

Part-time-faculty candidates will be able to apply to the District for teaching positions at any time during the year. The District will maintain this continuous application process.

Recruitment Advertising

The District will conduct additional advertisements, as needed, to recruit candidates for discipline areas in which:

- A College has requested an advertisement, **or**
- There is an inadequate number of candidates in the applicant pool, **or** there is an inadequate number of candidates reflecting diversity as described in Board Policy 3420.

Applicant Pool Maintenance

Applicants will apply to the District's online applicant system to the discipline in which they are qualified and have interest in teaching. As necessary, the Dean overseeing the Division in which the discipline is assigned requests access to all applications in the specified pool from the College Human Resources Coordinator, who requests release of applicants from the District Office of Human Resources. Applications in the District's part-time faculty applicant pools will expire two years from the date of application.

Equivalency – see BP and AP 7902, Faculty Service Areas, Minimum Qualifications and Equivalency.

Search and Selection

Search and Selection Committee Composition

The Search and Selection Committees will be comprised, at a minimum, of the Division Dean, or a designee, and the faculty Department Chair or designee.

Each member of the Search and Selection Committees should read the relevant Board Policies and Administrative Procedures: EEO, Faculty Hiring, Faculty Service Areas, Minimum Qualifications and Equivalency, and Faculty Recruitment.

The Search and Selection Committee will also perform the functions of a Selection Committee for part-time faculty hiring. The purpose of the Search and Selection Committee is to establish a pre-screened discipline “Hiring Pool” to minimize emergency hiring of part-time faculty.

Search and Selection Committee Responsibilities

EEO Rep will

- Ensure that relevant Board Policies, Administrative Procedures, and laws are followed by the Search and Selection Committee members.
- Provide access to electronic applicant pool for the discipline faculty responsible for screening the applicants.
- Notify all candidates of the Search and Selection Committee’s decisions.

Division Dean

- Contact other Division Deans in the District and other local community colleges to find qualified part-time faculty candidates.
- Schedule interviews with discipline faculty and candidates.
- Notify the EEO Rep as to which applicants are to be added to the pre-screened “Hiring Pool.”

Discipline Faculty

- Develop screening criteria and examine each applicant on the basis of those criteria.
- Create a list of screened applicants for interview.
- Provide to the Division Dean a list of several candidates to interview.
- Develop interview questions and a teaching/skill demonstration.

The Search and Selection Committee will evaluate the pre-screened and pre-qualified discipline pool and select a candidate(s). It is the obligation of the Search and Selection Committee to evaluate each candidate fully, impartially, and only in terms of qualifications specific to the position. In addition, because employment is a sensitive

process, it is incumbent upon all committee members, and those associated with such processes, to maintain the highest degree of confidentiality through its entirety. To reveal information that has been discussed in committee would compromise the process and associated individuals. Any concerns regarding the process should be directed to the EEO Rep.

After the interviews, the Search and Selection Committee members will confer and rank the candidates. The Division Dean or Department Chair will contact the references of the top candidates. Possible hiring decisions include the following:

- Hire for the next semester.
- Place in the pre-screened and pre-qualified pool of candidates for a future semester (“Hiring Pool”).
- Not to hire.

Once the candidate is selected, the Division Dean will consult with the department chair and/or discipline faculty to assign the candidate to the appropriate class based on the candidate’s expertise.

Emergency Hiring

It is the goal of the District to minimize emergency hiring by encouraging the Search and Selection Committee to interview several applicants and maintain a pre-screened and pre-qualified discipline “Hiring Pool” on an on-going basis.

For part-time vacancies occurring within two weeks of the start of an assignment, a shortened “emergency” hiring process will commence.

By March of each academic year, discipline or division faculty shall review current part-time faculty applicant pools and determine qualified candidates who can be identified as an emergency hiring pool.

When such an emergency hiring need exists, the emergency Hiring Pool will be reviewed and a selection made from that pool of individuals who already have met minimum qualifications, including equivalency, in consultation between the Division Dean and Department Chair.

Administrators Desiring Part-Time Faculty Employment

Administrators desiring part-time faculty employment shall be subject to the Part-Time Faculty Hiring Procedures. Division Deans and Department Chairs are expected to follow these procedures.

Appendices

Appendix A – Hiring Timeline

Appendix B – Equivalency Request Form

Hiring Timeline for Full-time Faculty Appendix A

The timeline must be followed to allow the recruitment process to conclude within the length of a semester. Search processes extending into non-duty days will be subject to additional compensation for faculty in accordance with the District's collective bargaining agreement with the Coast Federation of Educators.

The District, in cooperation with the Search Committee and Selection Committee, shall make every effort to see that the steps required for hiring new faculty are within the following timeline and to allow the Academic Senates to comply with their required timeline:

Note: In this timeline, Week 1 refers to the first week of the recruitment process.

Week 1

- Positions to hire are determined by available funding through local campus processes.
- The College President notifies the Academic Senate, College Human Resources, Division Dean, and discipline faculty of the positions to hire.
- College Human Resources sends job descriptions for the positions to hire to the Academic Senate.
- The Academic Senate, in cooperation with the Division Dean, shall solicit nominations for faculty to serve on the Search Committee and develop the job description.

Week 2-4

- The Academic Senate confirms faculty appointments to the Search Committee.
- Search Committee meets to elect a Chair and reviews and approves the job description developed through the program review process.
- EEO Rep or designee meets with the Search Committee to review EEO guidelines.
- Job announcement is submitted and the EEO Rep notifies the Search Committee Chair of any recommended changes prior to advertisement.
- Processing of job announcement by the District.
- Recruitment period begins.

Weeks 5-6

- Search Committee submits initial and final screening criteria and initial interview questions to the EEO Rep or designee to ensure adherence to EEO guidelines.

Week 8

- Recruitment period ends.
- Applications for applicants requesting Equivalency are forwarded to the Discipline-Based Equivalency Committee (if applicable).
- Discipline-Based Equivalency Committee reviews applications and makes equivalency determinations.
- The District receives and processes applications and releases applicant pool to the College.

Weeks 9-10

- Initial application screening begins. Applications are screened by the Search Committee to determine Minimum Qualifications.

Weeks 11-12

- Final screening begins. Using established criteria, applications are screened by the Search Committee to determine those who will be interviewed.
- Interviews are scheduled.

Week 13

- Initial interviews are conducted by the Search Committee.
- Search Committee selects candidates to be forwarded to the Selection Committee.

Week 14

- Final interview questions are developed by the Selection Committee and submitted to the EEO Rep designee.
- Final interviews are conducted by the Selection Committee.
- Reference checks are conducted on selected candidate(s).
- Hiring recommendations are forwarded by the College President to the Board for approval.

Equivalency Request Form Appendix B

Date:

Applicant's Name:

Equivalency to stated minimum qualifications in the District is based on the degrees and/or experience delineated in "Minimum Qualifications for Faculty and Administrators in California Community Colleges" published by the California Community College Chancellor's Office. Applicants should refer to this document when completing this request.

Disciplines Requiring a Master's Degree

Applicants requesting equivalency in a discipline that requires a Master's Degree must complete PART 1 of the Equivalency Request Form and attach a narrative document, not to exceed one page, which supports the request for equivalency based on the criteria marked below. Appropriate evidence (transcripts, catalog descriptions, evidence of work experience, etc.) must be included with this request.

Disciplines Requiring a Specific Bachelor's or Associate's Degree

Applicants requesting equivalency in a discipline that requires a specific Bachelor's or Associate's Degree must complete PART 2 of this Request Form and attach a narrative document, not to exceed one page, which supports the request for equivalency based on the criteria marked below. Appropriate evidence (transcripts, catalog descriptions, evidence of work experience, etc.) must be included with this request.

Disciplines in Which a Master's Degree is not Generally Expected or Available

Applicants requesting equivalency in a discipline in which a Master's Degree is not generally expected or available must complete PART 2 of this Request Form and attach a narrative document, not to exceed one page, which supports the request for equivalency based on the criteria marked below. Appropriate evidence (transcripts, catalog descriptions, evidence of work experience, etc.) must be included with this request.

Part I and Part II identify the minimum qualifications to be considered for equivalency. Meeting one or more of the qualifications listed below does not guarantee that equivalency will be granted as discipline experts will scrutinize the applicant's request and supporting documentation to determine whether the applicant's education and experience are *equivalent to the published minimum qualifications*.

The District does not grant equivalency on the basis of eminence. Nor does it grant single-course equivalencies.

PART I

Minimum Qualifications for Disciplines Requiring a Master's Degree

1. Discipline for which applicant claims equivalency:
2. Degree requirements for this discipline:
3. The applicant possesses the following degrees, which must be granted by regionally accredited institutions:
4. The applicant requests equivalency on the basis of one of the following (please check the appropriate criteria):
 - A. Applicant holds a Master's Degree that is not in the discipline, but a Bachelor's Degree that may be equivalent if:
 - i. The Master's Degree is in a related field, or
 - ii. The Master's Degree is in an unrelated field, but the applicant possesses significant, verifiable discipline-related experience and skills. This applicant will be held to a higher level of scrutiny.
 - B. Applicant does not hold a Master's Degree, but combines verifiable education and experience to justify equivalency. This applicant will be held to an even higher level of scrutiny than an applicant who possesses a Master's Degree in the discipline or related discipline and must meet, at a minimum, one of the following conditions:
 - i. The applicant possesses a BA/BS in the discipline or related discipline and has at least 30 units of graduate or upper division units of course work in the discipline and at least one of the following:
 - Two years direct work experience in the field.
 - Two years supervised research in the field.
 - A publication record that demonstrates mastery of the field.
 - ii. The applicant has a BA/BS in the discipline or related discipline and appropriate license in the field.
 - iii. The applicant has a BA/BS in the discipline or related discipline and certificate for instruction in the field.

5. To verify equivalency, the applicant must provide a narrative document that supports the request as well as the appropriate evidence, which may include, but is not limited to, the following:
 - a. Copies of transcripts noting the relevant coursework.
 - b. Catalog descriptions of the courses referenced above.
 - c. Evidence of discipline-related work experience, research, or publications.

PART 2

Minimum Qualifications for Disciplines in Which a Master's Degree is not Generally Expected or Available and in Which a Specific Bachelor's Degree or Associate's Degree is Required

1. Discipline for which the applicant claims equivalency:
2. Degree requirements for this discipline:
3. The applicant possesses the following degrees, which must be granted by regionally accredited institutions:
4. The applicant possesses the following work experience:
5. The applicant requests equivalency on the basis of one of the following (please check the appropriate criteria):
 - a. Education
 - i. Applicant possesses a BA/BS or AA/AS in a related field when the published minimum qualifications require a specific BA/BS or AA/AS.
 - b. Education and Experience
 - i. Applicant possesses 120 semester units of coursework, half of which is general education coursework and half of which is upper division coursework AND possesses two year experience when the published minimum qualifications require a BA/BS and two year experience. Conclusive evidence of both education and experience is required.
 - ii. Applicant possesses 60 semester units of lower division coursework, 40 of which are general education units AND six year experience when the published minimum qualifications require an AA/AS and six year experience. Conclusive evidence of both education and experience is required.

- c. Experience
 - i. Occupational proficiency as evidenced by the minimum number of years identified in the published minimum qualifications plus additional education, which includes college coursework or industry training in the discipline. This applicant should submit a writing sample to illustrate the applicant's ability to articulate themselves in a collegiate environment.
- 6. To verify equivalency, the applicant must provide a narrative document that supports the request as well as the appropriate evidence, which may include, but is not limited to, the following:
 - a. Copies of transcripts noting the relevant coursework.
 - b. Catalog descriptions of the courses referenced above.
 - c. Evidence of work experience in the discipline.

Ratified September 2, 2015

Ratified December 9, 2020

Ratified April 3, 2024