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## ABSTRACT

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)

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Board of Governors  
California Community Colleges  
July 13-14, 1989

**LISTS OF DISCIPLINES TO REPLACE  
COMMUNITY COLLEGE CREDENTIALS** **7**

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# LISTS OF DISCIPLINES TO REPLACE COMMUNITY COLLEGE CREDENTIALS

7

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 is 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.

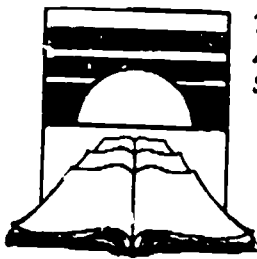
## **Recommended Action**

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 Meznik, Vice Chancellor*  
*Educational Policy*

*Karen Sue Grosz, President*  
*Academic Senate for the California Community Colleges*

**ATTACHMENT**



THE  
ACADEMIC  
SENATE

For California Community Colleges

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, 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, psy-  
chology, 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

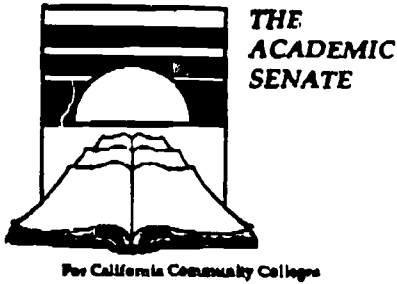
**Photography:** See Art

**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



As Adopted April 9, 1989

**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.

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

**Discipline****Areas also included in the discipline**

Auto mechanics

Aviation

Banking and finance

Barbering

Bicycle repair

Flight, navigation, ground school

Bookbinding

Building codes and regulations

Building maintenance

Business machine technology

Cabinet making

Inspecting of construction, building codes, contractor training

Cardiovascular technology

Carpentry

Ceramic technology

Coaching

Commercial art

Signmaking, lettering, packaging, rendering

Commercial music

Computer information systems

Computer service technology

Construction management

Construction technology

Computer network installation

Cosmetology

Court reporting

Culinary arts/food technology

Dental technology

Diagnostic medical technology

Food service, meat cutting, baking, waiter/waitressing

Dental assisting, dental hygiene

Diagnostic medical sonog. rphy, neurodiagonostic technology

Diesel mechanics

Dietetic technician

Drafting

Electricity

Electro-mechanical technology

Electrical power distribution

Industrial mechanical technology

Electronics technology

Electromicroscopy

Electroplating

Emergency medical technician

Engineering technologies

Radio, television, and computer repair

Surveying, engineering aides

Equine science

Equine training, equitation, ferrier science, horse pack management

**Discipline**

**Areas also included in the discipline**

Estimating  
 Fabric care  
 Fashion and related technologies  
 Film making/video  
 Fire technology

Laundry and dry cleaning  
 Merchandising, design, production

Flight attendant training  
 Fluid mechanics technology  
 Forestry/natural resources

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

Furniture making  
 Graphic arts

Desk top publishing

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

Industrial maintenance  
 Industrial relations  
 Industrial safety  
 Industrial technology  
 Interior design

Foundary occupations

Janitorial services  
 Jewelry  
 Labor relations  
 Labor studies  
 Laser technology

Laser electro-optics technology

Legal assisting  
 Library technology  
 Licensed vocational nursing  
 Locksmithing  
 Machine tool technology

Paralegal

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

Tool and die making

Quality control, process control

Destructive testing or nondestructive examination

Medical instrument repair



**Discipline****Areas also included in the discipline**

Medical record technology  
 Mining and metallurgy  
 Mortuary science  
 Motorcycle repair  
 Music management

Oilfield operations

Music merchandising

Musical instrument repair  
 Nursing ancillaries  
 Nursing science: clinical practice  
 Occupational therapy assisting  
 Office technologies

Certified nurse aide, home health aide

Secretarial skills, office systems, word processing

Ornamental horticulture

landscape horticulture, design, maintenance floristry,  
 floral design

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

Plastics  
 Plumbing  
 Printing technology  
 Private Security

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

Prosthetics and orthotics

Psychiatric technician  
 Public relations  
 Radiologic technology  
 Radiation therapy  
 Real estate

Rehabilitation technician  
 Respiratory technician  
 Respiratory technologies  
 Restaurant management  
 Retailing

Purchasing, merchandising, and sales

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

Computer integrated manufacturing

**Discipline**

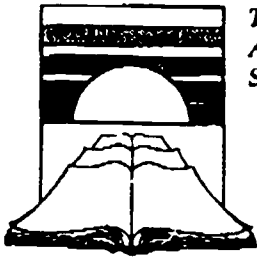
**Areas also included in the discipline**

Shoe rebuilding  
Sign language  
Small engine mechanics  
Stagecraft  
Steamfitting

Surgical technology  
Telecommunication technology  
Transportation  
Travel services  
Upholstering

Dispatching

Vision care technology  
Watch and clock repair  
Water treatment  
Welding



**THE  
ACADEMIC  
SENATE**

For California Community Colleges

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, 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, psy-  
chology, 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

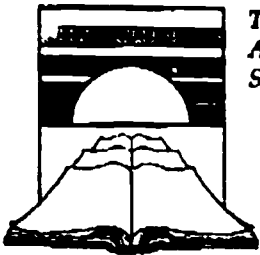
**Physical Education:**  
Master's in physical education OR  
Bachelor's in physical education AND Master's in any life science, dance, physiology, health education, recreation administration, kinesiology, or physical therapy OR  
The equivalent

**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  
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



**THE  
ACADEMIC  
SENATE**

For California Community Colleges

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.

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

**Discipline****Areas also included in the discipline**

Auto mechanics

Aviation

Banking and finance

Barbering

Bicycle repair

Flight, navigation, ground school

Bookbinding

Building codes and regulations

Building maintenance

Business machine technology

Cabinet making

Inspecting of construction, building codes, contractor training

Cardiovascular technology

Carpentry

Ceramic technology

Coaching

Commercial art

Signmaking, lettering, packaging, rendering

Commercial music

Computer Information systems

Computer service technology

Construction management

Construction technology

Computer network installation

Cosmetology

Court reporting

Culinary arts/food technology

Dental technology

Diagnostic medical technology

Food service, meat cutting, baking, waiter/waitressing

Dental assisting, dental hygiene

Diagnostic medical sonography, neurodiagnostic technology

Diesel mechanics

Dietetic technician

Drafting

icity

Mechanical technology

Electrical power distribution

Industrial mechanical technology

Electronics technology

Electromicroscopy

Electroplating

Emergency medical technician

Engineering technologies

Radio, television, and computer repair

Surveying, engineering aides

Equine science

Equine training, equitation, farrier science horse pack management

**Discipline**

**Areas also included in the discipline**

Estimating

Fabric care

Fashion and related technologies

Film making/video

Fire technology

Laundry and dry cleaning

Merchandising, design, production

Flight attendant training

Fluid mechanics technology

Forestry/natural resources

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

Furniture making

Graphic arts

Desk top publishing

Gunsmithing

Hazardous material abatement

Heavy duty equipment mechanics

Hotel and motel services

Industrial design

Industrial maintenance

Industrial relations

Industrial safety

Industrial technology

Interior design

Foundary occupations

Janitorial services

Jewelry

Labor relations

Labor studies

Laser technology

Laser electro-optics technology

Legal assisting

Library technology

Licensed vocational nursing

Locksmithing

Machine tool technology

Paralegal

Manufacturing technology

Marine diving technology

Materials testing technology

Media production

Medical assistant

Tool and die making

Quality control, process control

Destructive testing or nondestructive examination

Medical instrument repair

**Discipline****Areas also included in the discipline**

Medical record technology  
 Mining and metallurgy  
 Mortuary science  
 Motorcycle repair  
 Music management

Oilfield operations

Music merchandising

Musical instrument repair  
 Nursing ancillaries  
 Nursing science: clinical practice  
 Occupational therapy assisting  
 Office technologies

Certified nurse aide, home health aide

Secretarial skills, office systems, word processing

Ornamental horticulture

landscape horticulture, design, maintenance floristry,  
 floral design

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

Plastics  
 Plumbing  
 Printing technology  
 Private Security

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

Prosthetics and orthotics

Psychiatric technician  
 Public relations  
 Radiologic technology  
 Radiation therapy  
 Real estate

Rehabilitation technician  
 Respiratory technician  
 Respiratory technologies  
 Restaurant management  
 Retailing

Purchasing, merchandising, and sales

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

Computer Integrated manufacturing

**Discipline**

**Areas also included in the discipline**

Shoe rebuilding  
Sign language  
Small engine mechanics  
Stagecraft  
Steamfitting

Surgical technology  
Telecommunication technology  
Transportation  
Travel services  
Upholstering

Dispatching

Vision care technology  
Watch and clock repair  
Water treatment  
Welding

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