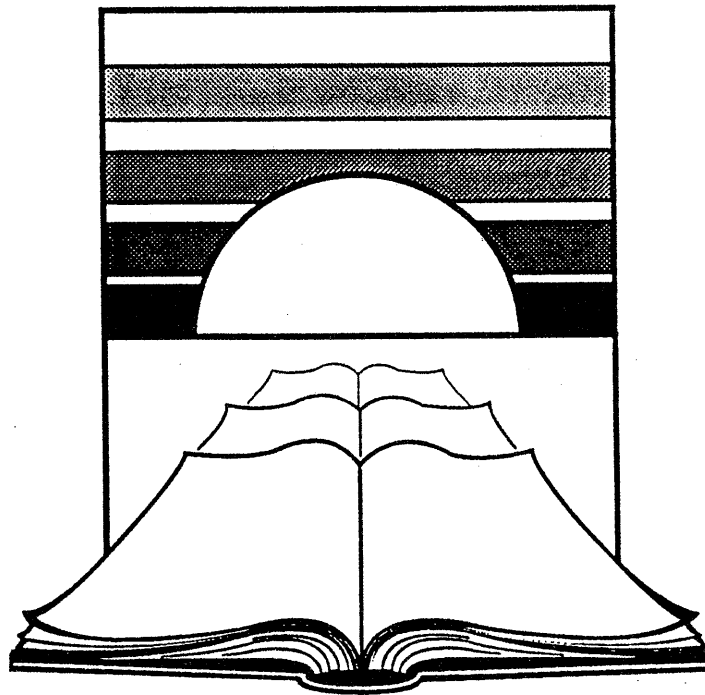


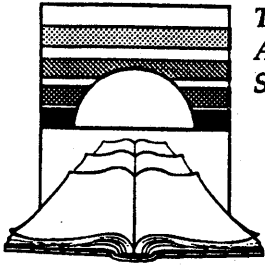
*THE ACADEMIC SENATE
FOR CALIFORNIA COMMUNITY COLLEGES*



DISCIPLINES PROJECT MATERIAL

As Adopted April 9, 1989

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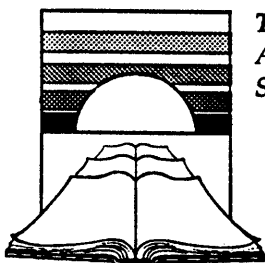


**THE
ACADEMIC
SENATE**

For California Community Colleges

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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

Disciplines Requiring Masters

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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

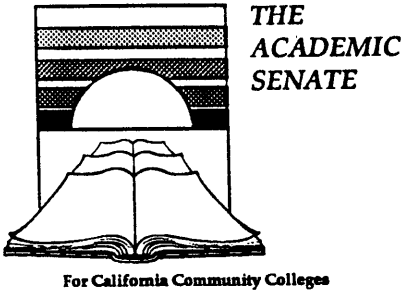
Physics/Astronomy:
Master's in physics, astronomy, or astrophysics **OR**
Bachelor's in physics or astronomy **AND** Master's in engineering, mathematics, meteorology, or geophysics **OR**
The equivalent

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

Disciplines Requiring Masters

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- 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.

Discipline	Areas also included in the discipline
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	
Auto body technology	Antique and classic auto restorationAuto 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, 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

Medical instrument repair

Destructive testing or nondestructive examination

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

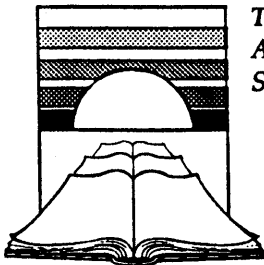
Areas also included in the discipline

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
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SPRING, 1989 RESOLUTIONS RELATING TO MINIMUM QUALIFICATIONS

Changes and Additions to the Lists

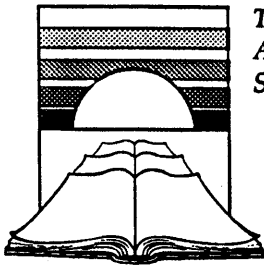
Be it resolved that the Academic Senate for California Community Colleges continue to address faculty concerns and make recommendations to the Board of Governors on the lists of disciplines. (10.2 S89)

Placement of Courses within Disciplines

Whereas every course must be included within one or more disciplines, and
Whereas districts must develop a process for determining within which discipline(s) each course belongs, and
Whereas this professional judgment can best be made by the academic senate of each college or district,
Therefore be it resolved that the Academic Senate for California Community Colleges recommend to the Board of Governors that it develop regulations directing local academic senates and local governing boards to jointly develop and agree upon a process for determining within which discipline(s) each course belongs. (10.10 S89)

Establishing Qualifications beyond the Minimum

Be it resolved that the Academic Senate for California Community Colleges urge the Board of Governors to develop policies and guidelines that strengthen the role of academic senates by vesting in local senates determination of the desired faculty qualifications beyond the minimum. (10.17 S89)



**THE
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For California Community Colleges

PROGRESS REPORT ON DEVELOPMENT OF LISTS OF DISCIPLINES, FEBRUARY 7, 1989

Assembly Bill 1725 mandates that the Board of Governors develop a definition of the term "discipline" and lists of disciplines, reasonably related disciplines, and disciplines in which the master's degree is not expected (Section 87356) as a preliminary step in the elimination of credentials and the establishment of statewide minimum qualifications for hire. The legislation also mandates that the Academic Senate for California Community Colleges play a primary role in accomplishing the preparatory work: "The board of governors, relying primarily upon the advice and judgment of the statewide Academic Senate, shall prescribe by regulation a working definition of the term 'disciplines' and shall prepare and maintain a list of disciplines that are 'reasonably related' to one another, as that phrase is used in the minimum qualifications. The initial list shall be distributed to the community college districts by July 1, 1989, for their use in applying the minimum qualifications for hire" (#87357 (b)).

In September, 1988, the Educational Policies Committee of the Academic Senate began to collect pertinent documents to facilitate its work in developing lists of disciplines. The committee, which has been specifically constituted this year to represent a range of disciplines, examined the current list of credentials' subject matter areas, as well as the Taxonomy of Programs (TOP code) and lists of master's degrees awarded by both the University of California and the California State University.

At the 1988 Fall Session, the Educational Policies Committee presented for discussion a list of disciplines that resulted from an attempt to translate the current credentials system into the statewide minimum qualifications as mandated by AB 5:

Master's in the discipline

Bachelor's in the discipline and master's in a reasonably related discipline

Associate in the discipline and six years of professional experience.

At the November 1988, statewide meeting of the Senate, faculty members from 100 colleges had the opportunity to voice their concerns and suggestions.

Consultation with administration and collective bargaining representatives is also mandated by the reform legislation:

In formulating advice and recommendations to the board of governors regarding the definition of the term 'discipline', the statewide Academic Senate shall consult with appropriate statewide organizations representing administrators and faculty collective bargaining agents. The statewide Academic Senate shall incorporate the advice of those groups into its recommendations to the board of governors, particularly as it relates to the practical ramifications of any proposed definition of the term 'discipline' on issues of reassignment, transfer, and reduction in force. (#87357 (b))

On January 21, 1989, the Senate Executive Committee met with representatives of the following groups:

California Community College Independents

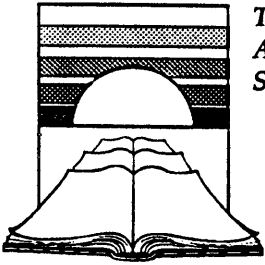
Community College Association/California Teachers Association
Community College Council/California Federation of Teachers.

The Executive Committee of the Academic Senate also has consulted with the chief instructional officers, who have been designated as the administrative group to represent administrators statewide in the consultation process. The Senate met February 10, 1989, with the CIO representatives to discuss in detail the most appropriate approach to take in identifying the disciplines. In order to extend these important discussions in an attempt to reach as many faculty and administrators as possible, the Senate also scheduled two hearings, February 3 in Los Angeles and February 20 in San Francisco, and two workshops, March 25 in Ontario and Sacramento.

To date, the Senate has received the following advice for use in developing the list of disciplines:

1. Consider the special needs of small districts and small colleges.
2. Keep the disciplines relatively broad.
3. Allow enough flexibility so that districts can meet local needs.
4. Recognize that disciplines govern both hiring and assignment of faculty.
5. Be careful not to overlook emerging disciplines.
6. Give attention to the vocational trade and industrial faculty, many of whom are highly skilled individuals without formal academic training.
7. Structure the lists in such a fashion that faculty and administrators do not have to make frequent use of the equivalencies provision in AB 1725.
8. Do not try to remedy all hiring problems with the development of these lists.
9. Recognize that the lists will be regularly reviewed and modified.
10. Consider that the definition of "discipline" may be contained within the lists rather than existing as a separate item.
11. Consider the relative importance of knowledge of the subject matter, requisite skills in the subject matter, and teaching ability.
12. Remember that the statewide standards are minimum standards.
13. Do not hesitate to request additional time for the preparation of the lists, if more time is needed.

A preliminary list of disciplines and reasonably related disciplines will be presented at the March Board of Governors' meeting. The Senate anticipates that this list will be put through the consultation process. Meanwhile, the Academic Senate will continue to refine the lists, incorporating suggestions from all sources. A final draft of the lists of disciplines will be presented for adoption by the Board of Governors at the May meeting.



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For California Community Colleges

REPORT ON DEVELOPMENT OF LISTS OF DISCIPLINES, APRIL 21, 1989

BACKGROUND

Assembly Bill 1725 mandates the elimination of credentials for faculty in the California Community Colleges and the development of statewide minimum qualifications for use in hiring new faculty members. Responsibility for the development of these new qualifications rests with the Board of Governors, and AB 1725 suggests minimum standards to be used until the Board agrees upon changes

Central to the implementation of those new minimum qualifications is the development of a list of disciplines in which the master's degree is required, a list of reasonably related disciplines, and a list of disciplines in which the master's is not required. In developing these lists, the Board of Governors is directed to "rely primarily upon the advice and judgment of the Academic Senate."

In developing these lists, the Senate consulted with collective bargaining groups and carefully considered their advice, particularly with reference to the relationship between disciplines and faculty service areas which are to be negotiated at the local district level. The Senate also consulted with collective bargaining groups and carefully considered their advice, particularly with reference to the relationship between disciplines and faculty service areas which are to be negotiated at the local district level. The Senate also consulted with administrators. Early in the process, the Chief Executive Officers organization delegated to the Chief Instructional Officers organization the responsibility of working with the Senate to make clear administration concerns about the structure and resulting implementation of the lists of disciplines. Thus, the Senate worked with the instructional officers and carefully considered their advice as the disciplines lists were developed.

At the March, 1989 meeting of the Board of Governors, the Academic Senate reported that it had surveyed faculty statewide, had held hearings to listen to faculty and administration suggestions, and had scheduled workshops to educate faculty members concerning the statutory requirement, advice from collective bargaining and administration groups, and Senate work in developing preliminary lists for submission to the Board of Governors. At that meeting, the Board of Governors announced that it would schedule a special workshop to allow Board members to review this work in greater depth. That workshop will be held May 25, 1989 at the LAX Hilton from 8:30 a.m. to noon.

On April 9, 1989 faculty from 100 community colleges met at the Academic Senate Spring Session to discuss and further amend the Senate's draft lists of disciplines, related disciplines and disciplines not requiring a master's degree. After all amendments were debated and voted upon, the lists, as amended, were unanimously adopted with the understanding that they would be forwarded to the Board of Governors for presentation at the May, 1989 meeting and adoption at the July, 1989 meeting. This unanimous action of faculty representatives statewide capped almost a year of work by the Senate on the development of these lists and included tabulating advice and surveys from thousands of faculty members.

ANALYSIS

The Academic Senate now presents for Board of Governors' review the lists of disciplines, related disciplines, and disciplines not requiring a master's degree. These lists have been entered into the Chancellor's consultation process so that they will receive full consultation and discussion prior to Board action. While AB 1725 mandates that the lists be presented to the legislature on July 1, 1989, or upon the receipt of \$70 million, triggering the first set of reforms in the legislation, it has been recognized that the Board cannot take action on the lists and allow for consultation before the July, 1989 meeting.