

EQUIVALENCY

It is the policy of the District that faculty hiring procedures and guidelines are in accord with established state regulations to provide for a highly qualified college faculty who are expert in their field and who are skilled at teaching and service the needs of a diverse student population.

The Board of Trustees, represented by the administration, has the legal and public responsibility for ensuring an effective hiring process, including action on equivalency.

The faculty, represented by the Academic Senate, has an inherent professional responsibility and primary role in developing and implementing policies and procedures governing the hiring process to ensure the quality of the faculty.

Equivalency is that part of the hiring process through which applicants lacking the exact degree or experience specified in the Disciplines List may show they possess qualifications that are at least equivalent.

The COS Academic Senate, through its Equivalency Committee, and in consultation with the District administration, will be responsible for establishing and monitoring the equivalency process to assure it is fair, efficient and consistent.

See Administrative Procedure 7211

References: Title 5, Section 53430; California Educ. Code, Section 87359

Adopted: June 9, 2008

Revised: January 11, 2016