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This web site provides a number of services for individuals seeking employment as a faculty, support staff or manager at a California Community College.

The California Community Colleges is the largest higher education system in the nation. It is comprised of 72 districts, 112 colleges and enrolls more than 2.6 million students. Community colleges provide basic skills education, workforce training and courses that prepare students for transfer to four-year universities. The colleges also offer opportunities for personal enrichment and lifelong learning.

## News

### Equivalency: What is it? And does it apply to me?

According to Education Code §§ 87359 and 87360, someone who does not possess the minimum qualifications for service may be hired as a faculty member if he or she is judged to possess "qualifications that are at least equivalent to the minimum qualifications..." Equivalency is a term used in the Disciplines List, which is a list of Board of Governors adopted minimum qualifications used for hiring all California community college faculty. Every district must have an equivalency process. District equivalency policies typically recognize three ways of demonstrating equivalency: 1) course work, 2) work experience, and 3) eminence in the field (a sub-set of experience). A combination of the three may also be used.

The Academic Senate has consistently supported the following basic principles for granting equivalency:

- Equivalent to the minimum qualifications means *equal to* the minimum qualifications, not nearly equal.
- The applicant must provide evidence of attaining coursework or experience equal to the general education component of a regular associate or bachelor's degree.
- The applicant must provide evidence of attaining the skills and knowledge provided by specialized course work required for a master's degree (for disciplines on the Master's List) or requisite experience or coursework (for disciplines on the Non-Master's List).

Job-seekers should consider the following when applying for a faculty position under equivalency:

1. All college coursework from accredited institutions will be considered. Provide transcripts.
2. All work and professional experience of the individual will be considered. Include all dates and experiences that may be relevant to the discipline.
3. All performances, publications, exhibits, and other events or work-products may be useful in determining discipline competence. Be sure to list everything that may be relevant.
4. Be expected to show completion of a general education as well as specialization in a discipline.
5. All faculty positions are held to the college district's standards and processes for equivalencies regardless of whether the position is full- or part-time.
6. Speak to the dean, department chair or other faculty member in the discipline at the college of interest for more information.

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July 19, 2021