

EQUIVALENCY CASE SCENARIOS

Case #1 – Marketing Discipline (Business Administration Department, Marketing courses)

Minimum Qualifications:

Master's Degree in Business Administration, Business Management, Business Education, Marketing, Advertising, or Finance; OR Bachelor's degree in any of the above AND Master's Degree in Economics, Accountancy, Taxation, or Law; OR the equivalent.

Candidate Qualifications:

- Education – BA Degree in East Indian Art
- Experience – 25 years of full-time marketing experience with Microsoft, Apple, McDonalds, Lotus, Lodak, HP, Sun, etc.

Case #2 – Multimedia Discipline (Computer Studies Department, Software/Social Media courses)

Minimum Qualifications:

Bachelor's degree AND two years of professional experience directly related to the teaching assignment; OR an Associate's degree AND six years professional experience directly related to the teaching assignment; OR the equivalent.

Candidate Qualifications:

- Education - 65 Community College-level units (no degree)
- Experience – 10 years of full-time experience as self-employed blog business owner; extensive experience with blogs, Facebook, Twitter, Instagram google docs, Microsoft Excel/Outlook

Case #3 – Culinary Arts/Food Technology Discipline (Culinary Arts program)

Minimum Qualifications:

Bachelor's degree AND two years of professional experience directly related to the teaching assignment; OR an Associate's degree AND six years of professional experience directly related to the teaching assignment.

Candidate Qualifications:

- Education – Certification as Executive Chef by the American Culinary Federation (accredited by the National Commission for Certifying Agencies – NCAA – industrywide accepted certification)
- Experience – 15 years of full-time experience as instructor at the California Culinary Academy

Case #4 – Kinesiology Discipline (Kinesiology, Athletics & Dance Department, full range of courses)

Minimum Qualifications:

Master's Degree in Kinesiology, Physical Education, Exercise Science, Education with an emphasis in Physical Education, Kinesiology, Physiology of Exercise, or Adaptive Physical Education; OR Bachelor's degree in any of the previous areas; AND Master's Degree in Dance, any Life Science, Physiology, Health Education, Recreation Administration, or Physical Therapy; OR the equivalent.

Candidate Qualifications:

- Education – BA in Human Biodynamics; CA Teaching Credential in Biology; 12 units towards MA in Kinesiology & Sport
- Experience – 9 years full-time high school level teaching experience in anatomy/physiology; 16 years full time experience business owner for Speed & Agility Training for Athletes company

Note: Professional experience is the stated number of years of full-time experience or the equivalent in part-time experience. It may be unpaid if the relevant experience is substantially similar to relevant paid positions in the field.

Case #1 – Business Administration (Marketing courses)

Summary of case review:

- Degree Requirement: Candidate received a Bachelor's degree from Stanford University. On her application she states that her major/minor was East Asian Studies (Economics). The transcripts identify the degree goal as "East Asia." Coursework was completed in Economics, the units are limited and there is no indication that she received either a major or minor in this area. On her equivalency application, but not her application nor her resume, she indicates she also has coursework from BBDO College of Advertising, American Association of Advertising Agencies Institute of Advanced Advertising Studies, but there is no documentation. Thus the candidate holds no Master's degree and her Bachelor's was not in a relevant area.
- Work Experience Requirement: Candidate's work experience is truly remarkable. Thus the potential for the rarely used category of eminence was appropriate to consider. While it might be possible if she had a master's degree in any discipline or a relevant Bachelor's degree, this is not the case.
- We cannot grant a single course equivalency; candidate would have to be able to teach any class in the discipline.

This case was challenged and the committee's decision was overridden by the President/Superintendent. The committee did not wish to challenge that decision.

Case #2 - Computer Studies (Software/Social Media courses)

Summary of case review:

- Candidate completed GE requirements for an AA degree, but did not complete degree requirements and therefore did not possess a degree
- Owned a small business & used social media to advertise and promote her business (possessed less than 6 years of full-time equivalent experience at time of initial committee review; department chair submitted additional information to support candidate's experience)
- We cannot grant a single course equivalency; candidate would have to be able to teach any class in the discipline.
- Committee denied this case due to lack of degree and required minimum experience

Case #3 – Culinary Arts

Summary of case review:

- Committee denied this case due to lack of GE requirements since candidate did not possess a degree (he had more than enough experience, but no degree)

Case #4 – Kinesiology, Athletics & Dance (full range of courses)

Summary of case review:

- Candidate had BA in a related field and 12 units towards MA required for minimum qual's
- Significant high school teaching experience
- Owned personal trainer business
- Committee approved case based on experience and eminence (football player experience)