

# Mt. San Antonio College

## Equivalency Committee

**Minutes**  
**March 18, 2024**  
 4:00 pm - 5:30 pm

x	Tania Anders, Chair	x	Solene Alghannam	X	Briseida Ramirez Catalan		Kelly Fowler, Manager (non-voting)
x	Joshua Christ	x	Ann Walker			x	Stacy Manfredi, HR (non-voting)
	Guest (Discipline Expert): Mica Stewart -Thomas						

	Agenda Item	Outcome	Outcome without identifiable information
I	<b>Review minutes from 03/11/24</b>	Postponed until next meeting.	Postponed until next meeting.
II	<b>Information/Public Comment</b>	None	None
III	<b>Items for Action/ Discussion</b>	<i>Minutes for HR and Equivalency Cmt:</i>	<i>Minutes redacted for Board and Senate:</i>
	<b>Minimum Qualifications for EthnicStudies</b>  Master’s in African American Studies, Black Studies, Africana Studies, Latino Studies, La Raza Studies, Chicana/o Studies, Asian American Studies, Native American Studies, or American Indian Studies  OR  Master’s in Ethnic Studies		<b>The committee considered the following Equivalencies in EthnicStudies:</b>  Candidate 1 <ul style="list-style-type: none"> <li>• Master’s in Latin American Studies</li> <li>• Master’s in Political Science</li> <li>• Bachelor’s in Political Science</li> <li>• <b>Candidate meets equivalency</b></li> </ul>

<p>OR</p> <p>the equivalent</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p>		<p>Candidate 2</p> <ul style="list-style-type: none"> <li>• Master’s in Latin American Studies</li> <li>• Bachelor’s in History</li> <li>• Candidate meets equivalency</li> </ul> <p>Candidate 3</p> <ul style="list-style-type: none"> <li>• Ph. D. in Creative Writing</li> <li>• Master’s in Fine Arts (Creative Writing)</li> <li>• Bachelor’s in Arts, Communication Sociology</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 4</p> <ul style="list-style-type: none"> <li>• Master’s in Latin American Studies</li> <li>• Bachelor’s in Communication Sciences</li> <li>• Candidate meets equivalency</li> </ul> <p>Candidate 5</p> <ul style="list-style-type: none"> <li>• Ph.D. Educational Leadership and Policy (18 Units)</li> <li>• Master’s in Historical Studies</li> <li>• Master’s in Secondary Education</li> <li>• Bachelor’s in History</li> <li>• Candidate does not meet equivalency</li> </ul>
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			<p>Candidate 6</p> <ul style="list-style-type: none"> <li>• Master’s in Latin American Studies (planned graduation December 2024)</li> <li>• Post- Baccalaureate Certificate in Women’s, Gender and Sexuality Studies (planned graduation December 2024)</li> <li>• Master’s in Library Information Science</li> <li>• Bachelor’s in Geography</li> <li>• Candidate does not meet equivalency at this time. Planned graduation date is past hire date for this cycle.</li> </ul> <p>Candidate 7</p> <ul style="list-style-type: none"> <li>• Ph.D. in Sociology (emphasis in Race &amp; Ethnic Relations and Criminology)</li> <li>• Bachelor’s in Sociology (emphasis in Race and Criminology)</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 8</p> <ul style="list-style-type: none"> <li>• Ph.D. in Education</li> <li>• Master’s in U.S. History</li> <li>• Bachelor’s in Political Science</li> <li>• Candidate meets equivalency</li> </ul>
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			<p>Candidate 9</p> <ul style="list-style-type: none"> <li>• Master's in Anthropology</li> <li>• Master's in Latin American Studies</li> <li>• Bachelor's in Sociology</li> <li>• Candidate meets equivalency</li> </ul> <p>Candidate 10</p> <ul style="list-style-type: none"> <li>• Master's in Sociology</li> <li>• Bachelor's in Communications</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 11</p> <ul style="list-style-type: none"> <li>• Master's in Sociology (planned graduation in Spring 2024)</li> <li>• Bachelor's in Health &amp; Human Sciences</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 12</p> <ul style="list-style-type: none"> <li>• Ph.D in Sociology (Emphasis and Class Inequalities)</li> <li>• Master's in Sociology</li> <li>• Bachelor's in Conservation and Resource Studies</li> <li>• Candidate meets equivalency</li> </ul>
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<p><b>Minimum Qualifications for Aeronautics</b></p> <p>Any bachelor's degree or higher</p> <p>AND</p> <p>Two years of professional experience</p> <p>OR</p> <p>Any associate degree</p> <p>AND</p> <p>Six years of professional experience</p> <p>OR</p> <p>the equivalent</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p>		<p><b>The committee considered the following Equivalencies for Aeronautics:</b></p> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• Ph.D. in Sociology</li> <li>• Candidate does not meet Minimum Qualification</li> </ul>
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<p><b>Minimum Qualifications for Child Development/Early Childhood Education</b></p> <p>Master’s in child development, early childhood education, human development, home economics/ family and consumer studies with a specialization in child development/early childhood education or educational psychology with a specialization in child development/early childhood education</p> <p>OR</p> <p>Bachelor’s in any of the above</p> <p>AND</p> <p>Master’s in social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/ home economics, family life studies or family and consumer studies</p> <p>OR</p> <p>the equivalent</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively</p>		<p><b>The committee considered the following Equivalencies for Child Development:</b></p> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• Ph.D. in Sociology</li> <li>• Candidate does not meet equivalency</li> </ul> <p>Candidate 2</p> <ul style="list-style-type: none"> <li>• Ph.D. in Psychological Sciences with focus on Developmental Cognitive Neuroscience (planned graduation Summer 2024)</li> <li>• Bachelor’s in Psychology with focus on Developmental Psychology</li> <li>• Candidate meets Equivalency if degree awarded before time of hire</li> </ul> <p>Candidate 3</p> <ul style="list-style-type: none"> <li>• Master’s in Organizational Leadership</li> <li>• Bachelor’s in Child and Family Development</li> <li>• Candidate does not meet Equivalency</li> </ul>
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<p>in a multicultural environment; awareness and commitment to the special needs of non-traditional students.</p> <p><b>Minimum Qualifications for Biological Sciences:</b></p> <p>Master’s in any biological science</p> <p>OR</p> <p>Bachelor’s in any biological science</p> <p>AND</p> <p>Master’s in biochemistry, biophysics, or marine science</p> <p>OR the equivalent</p> <p><b>AND</b></p> <p>B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness</p>		<p>Candidate 4</p> <ul style="list-style-type: none"> <li>• Ph.D. in Educational Leadership (planned graduation in May 2024)</li> <li>• Master’s in Educational Studies, Minor Elementary Studies</li> <li>• Bachelor’s in Child Development</li> <li>• <b>Candidate meets Equivalency</b></li> </ul> <p>Candidate 1</p> <ul style="list-style-type: none"> <li>• Discipline experts have reviewed the application and have determined this candidate is qualified to teach in the discipline. They note that a medical degree requires the requisite biological science courses that meet the standard of “any biological science.”</li> <li>• Holds a PhD in Neuroscience (specific area of study is dental surgery).</li> <li>• This committee has set the precedent that a PhD in an approved area/discipline is “equivalent” to a Master’s Degree in said area/discipline.</li> <li>• Foreign transcript evaluation shows proof of a Bachelor’s Degree in Dentistry.</li> <li>• <b>Candidate meets Equivalency.</b></li> </ul>
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	and commitment to the special needs of non-traditional students.		
	<b>Next Meeting</b>	Monday, March 25 <sup>th</sup> , 2024, 3:30-5 pm	
	<b>The committee will maintain an ongoing discussion of edits to AP/BP 7211 on Minimum Qualifications and Equivalency until such time as updates are complete.</b>		<b>Current Progress on AP/BP 7211:</b> <ul style="list-style-type: none"> <li>The committee members will review the version of the AP that was revised in 2021 after faculty hiring round.</li> </ul>
	<b>Future Meetings</b>	3:30-5:00pm 4 <sup>th</sup> Monday of each month and other Mondays 4-5 as needed; all Mondays of March 2024.	