

## **BP 7210 Faculty**

Reference:

**Education Code Sections 87400 et seq.; 87419.1; 87600 et seq.**

- 1.0 Faculty members are those employees who are employed by the District in academic positions that are not designated as supervisory or management. Faculty employees include, but are not limited to, instructors, librarians, counselors, and specified professionals in health services, DSPS, and EOPS. Academic positions are positions for which minimum qualifications for service have been established by the Board of Governors for the California Community Colleges.
- 2.0 The District may employ temporary faculty from time to time, as required by the interests of the District, in accordance with the provisions of law. The Board delegates authority to the Chancellor to determine the extent of the District's needs for temporary faculty.
  - 2.1 The employment of any person as a temporary faculty employee during any regular semester or trimester shall not exceed, for all assignments within the District, sixty-seven (67) percent of the load for a full-time regular faculty member having comparable duties. The District shall have the authority to make and terminate any assignment of a temporary faculty employee in a manner that will ensure that the employee's workload does not exceed this limitation.
- 3.0 **Faculty Qualifications**
  - 3.1 Eligibility for employment in a faculty position within the District, including service as a substitute, requires possession of the minimum qualifications for the academic discipline or service as established by the Board of Governors of the California Community Colleges or the equivalent, according to the District's equivalency requirements and procedure.
    - 3.1.1 All professional course work and degrees used to satisfy the minimum qualifications shall be from institutions, which are accredited and listed annually in the catalog of *Accredited Institutions of Postsecondary Education* for the Council of Postsecondary Accreditation by the American Council on Education. Determination of equivalency of foreign degrees shall be according to the District's equivalency requirements and procedure.
    - 3.1.2 In addition to the minimum qualifications specified in Section 3.1 above, the minimum qualifications for an academic discipline or service shall include a current, valid certificate to work, a license to practice in California, or other such qualifications as may be required by any accrediting or regulating agency for program or course approval, or when current occupational certification is essential for effective instruction.
  - 3.2 Decisions regarding tenure of faculty shall be made in accordance with the procedures established for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. The Board reserves the right to determine whether any employment contract for a probationary faculty member shall be renewed and the right to determine whether a faculty member shall be granted tenure.

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### **4.0 Faculty Responsibilities**

- 4.1 Faculty members shall perform their scheduled duties as assigned and shall follow the program of instruction prescribed in course outlines. Faculty members are expected to actively participate in curriculum and program development.
- 4.2 Faculty members are expected to serve on District and campus governance committees and to participate in co-curricular and professional development activities as part of their professional obligation.
- 4.3 Faculty members are expected to read and to comply with administrative communications, District and campus policies and procedures, and the collective bargaining agreement, and to comply with all reasonable management directives.
- 4.4 Faculty members are responsible for the timely recording and submission of accounting and scholastic data and for compliance with other District and campus administrative and clerical requirements related to the performance of their duties as directed.
- 4.5 Faculty members shall exercise proper care and supervision of the use of District facilities, furniture, equipment, and supplies and shall not use District equipment for personal, financial gain.
- 4.6 Faculty members are expected to maintain current knowledge of content, methods, and technologies pertinent to their areas of assignment and to learn and apply technologies and advances as necessary to appropriately perform their duties.
- 4.7 Faculty are expected to have a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.

### **5.0 Official Faculty Title and Academic Rank**

- 5.1 The official District titles for faculty members are instructor, counselor, librarian, and specialist.
- 5.2 Regular and contract faculty members may use formal academic rank designation in accordance with Administrative Procedure 7210-4, Recognition of Academic Rank.

**6.0 Effective Date:** This revised procedure becomes effective July 1, 2013.

See Administrative Procedures:

- AP 7210-1      Equivalency
- AP 7210-2      Faculty Substitute
- AP 7210-3      Recognition of Professional Degrees and Coursework
- AP 7210-4      Recognition of Academic Rank
- AP 7210-5      Faculty Code of Ethics (Under Construction)

## **BP 7210 Faculty**

See Collective Bargaining Agreements:

Agreement between the District and United Faculty (Regular and Contract Faculty)  
Agreement between the District and Adjunct Faculty United (Adjunct Faculty)

**Date of Adoption:** November 10, 2009

**Date of last Revision:** April 23, 2013