

DISCIPLINES AND THE FSA GLOSSARY OF TERMS

DISCIPLINE: Refers to the official disciplines recognized by the state, as they were developed by the statewide Academic Senate (ASCCC) immediately post AB 1725 passage, and approved by BOG. This list is the only list of official disciplines and faculty must teach within these disciplines. Colleges are not required to teach every discipline, but all credit courses must fit into one of them, and faculty must meet the minimum qualifications to teach in the discipline. The Disciplines list, along with the minimum qualifications for teaching, is available on the CCCCO web site, the ASCCC website, and the Cabrillo College website.

MINIMUM QUALIFICATIONS: Every Discipline has minimum qualifications for teaching, which are set by the state, via ASCCC and BOG. Faculty who meet the min quals in a discipline are recognized as holding the min quals for all courses in that discipline. There is not a one-course equivalency.

EQUIVALENCY: On occasion a faculty member may not meet the strict, official minimum qualifications to teach a course via the masters degree/coursework, but has a closely related masters degree with the relevant coursework OR a similar masters or bachelors degree with similar coursework, OR a combination of coursework and significant work experience DIRECTLY in that field. Equivalency should be used rarely and only when the person clearly holds the qualifications to teach in the field, but doesn't hold the specific masters degree required. Equivalency can not be granted for a single course. Once an equivalency is granted, it is at the discipline level.

MAPPING: This is an internal process Cabrillo uses to determine when a course in one discipline is equivalent to another course in a separate discipline (or equivalent to another "possible" course in another discipline). By mapping the course to a secondary discipline, a faculty member qualified in the second discipline may teach the course in the first discipline. For example, Statistics:
Statistics is typically a math course, but may be taught in some social sciences, such as economics or psychology.

Many universities offer stats in these three disciplines and theoretically, Cabrillo could offer a stats class in all of these disciplines as well, with the discipline faculty qualified and eligible to teach the discipline-specific stats class. Alternatively, we can offer the stats class only in math, but map that course to econ and psychology allowing us to assign a qualified econ or psych instructor to teach the section. Mapping should only be used in cases where there is a clear connection such as the example above.

FSAs

The FSA (Faculty Service Area) is negotiated by the District and the union and is only used for bumping in the event of a RIF (reduction in force). Every faculty member has an FSA, assigned to the discipline in which they teach. Those disciplines should be from the official discipline list (see first glossary item above) and the faculty member must meet the minimum qualifications to teach in the discipline. FSAs are NOT equal to min quals. An FSA does not protect someone who does not meet the minimum qualifications for the discipline.