

## MOU to Clarify Faculty Agreement Language about Occupational Minimum Hiring Qualifications

November 28, 2022

This Memorandum of Understanding (MOU) is entered into this 28th day of November by the Faculty Association, the non-exclusive representative of the Residential Faculty at Maricopa County Community College District, and the Chancellor of the Maricopa County Community College District, hereafter referred to jointly as “the parties.”

The parties agree to the following revision of Article 10.3.1 of the Faculty Agreement:

### 10.3.1. Faculty Hiring Qualifications

For academic disciplines, a Master’s degree or higher with 18 graduate semester hours in the teaching field or a Master’s degree or higher in the teaching field is required.

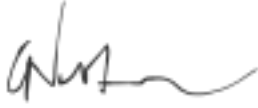
For occupational disciplines, a combination of education and/or experience is required to qualify. A faculty may qualify with any of the following:

- i. Five years of occupational experience in the field to be taught OR
- ii. Three years of occupational experience in the field to be taught and a Bachelor’s degree OR  
~~A Master’s degree with 24 upper division and/or graduate credits in the field to be taught OR~~
- iii. A Master’s degree in the teaching field OR
- iv. A Master’s degree in any field with 18 graduate credits in the teaching field OR
- v. A Master’s degree in any field with a combination of 24 upper division and/or graduate credits in the teaching field
  - 1. Upper division courses are Junior and Senior level courses in obtaining a Bachelors’ degree. OR
- vi. A Journeyman certification in the field to be taught.

For academic and occupational disciplines, Instructional Councils may propose alternative qualifications consistent with accreditation guidelines and subject to Provost approval.

Article 10.3.1 documents the minimum hiring qualifications for faculty that are aligned to HLC requirements with respect to faculty minimum qualifications. The current language in the Faculty Agreement 10.3.1 presents challenges for Instructional Councils because it is not clear that a Master’s degree in the teaching field or a Master’s degree with 18 graduate credits in the

teaching field are also acceptable options to qualify. This revision will provide greater clarity and align policy with practice, as the proposed language is currently in Human Resources Standard Operating Procedures for Faculty Pay Placement.



**Faculty Association President**

Camille Newton

Date: 28 November 2022



**Chancellor of Maricopa County Community College District**

Steven Gonzales

Date: 28 November 2022