

**emeCOUNTER-PROPOSAL  
FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT TO THE  
CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215**

**March 8, 2024**

This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT Local 6215 (“CCFF”) is expressly made pursuant to the Education Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 34:  
ACADEMIC RANK**

**Academic rank is an honorific that is separate and distinct from the hiring or accreditation requirements for any given position, and may be granted separate from any verified minimum qualifications. The grant of Academic Rank titles shall not be have any impact to unit member placement on the Cerritos College Salary Schedule, nor be a factor in determining salary.**

**[Note: As discussed, “disclaimer” paragraph includes and replaces part of 34.2.5 relating to salary placement.]**

34.1 Academic Rank: Definitions and Qualifications

34.1.1 ~~Instructor: An Instructor shall be the title for all full-time probationary Faculty and part-time Faculty.~~ Lecturer: Lecturer shall be the title for all temporary faculty (including part-time faculty, and full-time non-tenured and non-tenure-track faculty) at Cerritos College.

~~An instructor, upon initial employment at Cerritos College may qualify for a higher rank by virtue of previous college experience before attaining regular status.~~

34.1.2 Assistant Professor: ~~An Assistant Professor shall be the title for all full-time tenured Faculty.~~ Assistant Professor shall be the title for all full-time, tenure-track (probationary) faculty upon initial employment and during the first four-years of probationary employment at Cerritos College.

34.1.3 Associate Professor: ~~An Associate Professor shall be the title of the full-time tenured Faculty who fulfills the following criteria:~~ Associate Professor

shall be the title for all full-time tenured faculty who have completed the probationary process but have yet to reach the rank of Professor at Cerritos College.

- a. ~~A total of seven (7) years of full-time academic service at accredited colleges or universities, including the District; and~~
- b. ~~An earned Master's or Doctoral degree from an accredited college or university, or service in non-Master's list discipline areas, which meets all minimum qualification requirements to teach in that discipline.~~

34.1.4 Professor: A Professor shall be the title of a full-time tenured Faculty **who has served a minimum of six (6) years, in good standing, subsequent to being awarded tenure at Cerritos College.** [Note: To be clear, this would apply prospectively with the entire CBA, correct? So a tenured faculty member could today try to use their prior full-time academic service (e.g. as a Professor) at another institution, but they may no longer rely on that time once the new CBA becomes effective, correct?]

~~fulfills the following criteria:~~

- c. ~~Ten (10) years of full-time academic service at an accredited college or university; and~~
- d. ~~Possession of one of the following:~~
  - i. ~~An  
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  - ii. ~~A Bachelor's degree plus ninety (90) semester college units including a Master's degree~~
  - iii. ~~Service in a non-Master's list discipline area,~~

~~which meets all minimum qualification requirements to teach in that discipline and a Bachelor's degree + six (6) years of vocational experience, or a Bachelor's degree + forty (40) units, including a Master's degree and four (4) years of vocational experience, or a Bachelor's degree + sixty (60) units including a Master's degree and two (2) years of vocational experience as established by the California Community College Chancellor's Office Minimum Qualifications Handbook.~~

34.1.5 Professor Emeritus: Professor Emeritus shall be the title of a retired full-time tenured Faculty who fulfills the following criteria:

- a. achieved the title of Professor
- b. retired in good standing
- ~~c. conferred upon a retired faculty member recommended by the Faculty Senate, approved by the Vice President of Academic Affairs, and affirmed by the Board of Trustees.~~

34.1.6 ~~For purposes of Academic Rank, "good standing" shall mean that the faculty member has served the District for the requisite time period during which the faculty member has received satisfactory evaluation(s), and has engaged in shared governance and institutional processes, including recognized service on departmental and college-wide committees, task-forces, and working groups responsible for improving student success through academic and student-service programs and activities.~~

34.2 Academic Rank: Procedures

34.2.1 ~~Advancement in academic rank shall be immediate and automatic upon meeting the qualifications per Article 34.1. processed upon the request of the faculty member, and verification that the faculty member meets the qualifications per Article 34.1. The District will publish an updated form for this~~

purpose.

~~34.2.2 — Any exceptions to the rank qualifications outlined in 34.1 that result in advancement to a higher rank must be recommended by the Faculty Senate and approved by the Vice President of Academic Affairs.~~

[Note: As the “time in grade” criteria are exceedingly clear, the District would prefer not creating any “exception” process that isn’t equally well-defined, which may be susceptible to abuse and particularly where protected classes may be at issue.]

34.2.3 ~~Upon becoming eligible for advancement to a next higher rank, the District shall notify each Unit member. The District shall distribute an official listing of the academic rank designation in the annual academic catalog. of each regular and contract faculty member in September of each year.~~

[Note: The District is working to standardize and streamline the information that is posted to the Employee Directory, which can include employee rank. However, that is an ongoing process (with potential unknown variables) that we’re hesitant to commit to at this time.]

34.2.4 ~~shall notify the Vice President of Academic Affairs that they have met the requirements for advancement. All requests for change in academic rank must be submitted to the Vice President of Academic Affairs by December 1 in order to meet catalog printing dates.~~

~~34.2.5 — The grants of titles shall not be related to the Cerritos College Salary Schedule; nor be a factor in determining salary.~~

34.2.6 When applicable, academic rank titles will be used in print and online publications and publicity emanating from the college.