

**HUMAN RESOURCES**

**BP 7211 FULL-TIME FACULTY SERVICE AREAS AND COMPETENCIES**

**References:**

Education Code Sections 87001, 87003, and 87743 et seq.;  
Title 5 Sections 53400 et seq.;  
Article 18, PFF Contract

Faculty Service Area (FSA) means a service or instructional subject area or group of related services or instructional subject areas performed by full-time faculty and established by a community college district. At a minimum, an FSA must consist of the minimum qualifications for a discipline as established by the Board of Governors. FSAs may also contain District competency standards, developed by appropriate discipline faculty, consisting of criteria pertaining to the discipline, such as recency, nature and breadth of relevant experience, and special skills necessary to the position.

The Faculty Senate, in consultation with the Palomar Faculty Federation (PFF), makes recommendations of Faculty Service Areas to the Governing Board. The Governing Board may add to, delete or modify the FSAs upon positive recommendation of the Superintendent/President and after both the PFF and the Faculty Senate have had a reasonable opportunity for input. The listing of FSAs shall be contained in the PFF collective bargaining agreement.

A faculty member is eligible to serve in an FSA if he/she satisfies both the minimum qualifications for the position and associated District competency standards. Each faculty member shall qualify for and be assigned the FSA(s) in the discipline(s) in which the Governing Board has authorized him/her to teach.

The application of Faculty Service Areas and competencies shall be consistent with applicable non-discrimination and equal employment opportunity laws and regulations as well as relevant District policies and procedures and applicable collective bargaining agreements.

FSAs provide one element for determining faculty seniority and order of layoff when a reduction-in-force is being effected under the Education Code. FSAs are also used to determine eligibility for lateral transfer to other faculty positions.

Details on faculty minimum qualifications and competency standards are contained in BP/AP 4015 titled Minimum Qualifications and Equivalencies. Also see: BP/AP 3420 titled Equal Employment Opportunity; BP/AP 7120 titled Recruitment and Hiring; AP 7211 titled Faculty Service Areas and Competencies; and AP 7231 titled Seniority.