



Title: Master's Qualification Equivalency
Category: Human Resources: Recruitment/Appointment
Policy Number: D2001
Replaces: Policy No. 4.3.1.1 (amendment #4 dated October 1991)
Applicability: Faculty Members
Effective Date: April 15, 2008
Sources: Education Council

Approval: (President's signature is on the original copy of this policy)

1. PURPOSE

The Langara Faculty Association Collective Agreement refers to an “appropriate Master’s degree or the equivalent,” or variants on that phrase, and identifies this as a requirement in particular situations. This policy specifies the authority, procedures and criteria for determining whether a faculty member’s Master’s degree is “appropriate” and what will be considered “equivalent” to a Master’s degree, for the purposes of applying the LFA Collective Agreement and other similar college requirements.

2. DEFINITIONS

Dean: in this policy means the Dean of Instruction or Dean of Student Support Services to whom the department in question reports.

Work experience: practical and related experience in an area directly related to the program area.

Selection Committee: means the department selection recommendation committee as specified in the LFA Collective Agreement.

3. AUTHORITY

3.1 Related Acts and Regulations

B.C. College and Institute Act

4. RELATIONSHIPS WITH COLLECTIVE AGREEMENTS

LFA Collective Agreement

5. POLICY

- 5.1 Normally, the College will require a Master's degree for disciplines where Master's degrees have been readily available for some time.
- 5.2 For most of the disciplines taught at Langara College, the College will not accept an equivalency for a Master's degree.
- 5.3 The foregoing notwithstanding, from time to time the College may accept an academic credential issued by a foreign institution as being equivalent to a Master's degree from a Canadian or American university.
- 5.4 The College will accept a Doctoral degree, or any degree generally considered higher than a Master's degree, to satisfy the Master's equivalency.
- 5.5 The College will determine those cases where Master's equivalency is accepted and determines the criteria for Master's equivalency.
- 5.6 The College has the right to determine whether an academic credential held by a faculty member is appropriate to the requirements of the position and has been issued by an approved institution.
- 5.7 The College reserves the right to determine which departments may not require the possession of a Master's qualification for an initial instructional appointment.
- 5.8 The College will not consider prior post-secondary teaching experience as a factor in determining Master's Equivalency.

6. GUIDELINES/STANDARDS

Not applicable.

7. EXCEPTIONS

Not applicable.

8. PROCEDURES

- 8.1 The Selection Committee will be responsible for assessing an individual faculty member's qualifications and making a recommendation to the Dean regarding whether an individual faculty member's academic credentials are appropriate for the position or whether an individual faculty member satisfies the established criteria for Master's equivalency.
- 8.2 The Selection Committee will recommend revisions, amendments, and additions to the criteria for Master's Qualification Equivalency to the Dean.
- 8.3 The Dean will authorize any changes or additions and revise Appendix 1 accordingly.

9. RESPONSIBILITY

For further information contact the relevant Dean of Instruction or Dean of Student Support Services.

10. APPENDICES

Appendix 1: Criteria for Master's Qualification Equivalency.

APPENDIX 1
Criteria for Master's Qualification Equivalency (5 pages)

NOTE: If a particular discipline, program, or department is not listed in Appendix 1, then the condition "Master's degree or equivalent" can only be satisfied by holding a Master's degree, subject to exceptions as outlined in the policy.

Librarians:
A Bachelor's degree from an accredited Library School plus five years of full-time employment as a professional librarian.
OR
A Bachelor's degree and an A.L.A. (Associate of the Library Association) from a Commonwealth country, plus five years of full-time employment as a professional librarian.

By Program:

Aboriginal Studies
A Bachelor's degree plus a law degree (LL.B. or J.D.) where courses have a substantial component of legal/constitutional subject matter.

Applied Planning
A Bachelor's degree in Planning (Urban, Community, Regional, etc) from a program recognized and accredited by the Canadian Institute of Planners (or equivalent Planning Institute) plus 2 years full-time experience as a professional planner in a planning agency.
AND
Current Membership preferred in the Canadian Institute of Planners (or equivalent, such as the American Institute of Certified Planners, Royal Town Planning Institute, Planning Institute of Australia).

Co-operative Education
Bachelor's degree plus 5 years of full-time work experience in cooperative education, apprenticeship, practicum placement and/or in areas such as employment advising, placement and training;
OR
Bachelor's degree plus 5 years of full-time management experience in a field deemed appropriate by the Selection Committee.

Criminal Justice
A Bachelor's degree plus a law degree (at least LL.B. or J.D.) and at least five years full time equivalent practice experience related to the program instructional areas.
OR
Non-academic Criminal Justice courses: A diploma in a related field to the program instructional areas plus a minimum of ten years of full time work experience directly related to program instructional areas.

Design Formation
A Bachelor's degree with an appropriate major, plus five years of full-time employment directly related to program instructional areas.
OR
A credential from a recognized institution in an appropriate discipline, and eight years full-time employment in an area directly related to the program instructional areas;
OR
Ten years full-time employment in an area directly related to the program instructional areas.

Digital and Print Publishing
A Bachelor's degree appropriate to the program plus five years of full-time employment directly related to the print or electronic publishing area;
OR
Certification from a recognized institution or institutions in one or more related disciplines – e.g. writing/editing, publication design, graphic design, printing production, computer applications related to publishing – plus full-time employment in an area directly related to the Publishing industry to a total of ten full-time equivalent years;
OR
Ten years full-time employment in an area directly related to the Publishing areas.

Early Childhood Education
A Bachelor's degree in Early Childhood Education or related discipline, plus five years of full-time experience as an Early Childhood Educator.

Fine Arts
Indigenous studio courses: Masters degree in Fine Arts or related field or demonstrated and recognized mastery within traditional and/or contemporary Indigenous studio practice.

Journalism
A Bachelor's degree plus five years of full-time practical professional experience in the media, directly related to the program instructional areas.
OR
Ten years full-time practical professional experience in the media, directly related to the program instructional areas.

Langara School of Management
A Master's degree in Business plus an undergraduate degree plus a minimum of five years full-time work experience directly related to the subject area.
OR
A Master's degree in a related area is acceptable if combined with an undergraduate degree in business, commerce or equivalent plus a minimum of five years full-time work experience directly related to the subject area.
OR
For faculty teaching law courses, an undergraduate degree plus a law degree (LL.B. or J.D.) plus a minimum of five years full-time experience directly related to business and corporate law.
OR
For faculty teaching accounting and financial management courses, an undergraduate degree and a CPA designation (with membership in good standing) plus a minimum of five years full-time work experience directly related to the subject area.
OR
For faculty teaching courses in the Business Technology Management department, a Master's degree in a related area plus an undergraduate degree and a minimum of five years full-time work experience directly related to the subject area.

Library and Information Technology
A Bachelor's degree from an accredited Library School, plus five years of full-time experience directly related to the program instructional areas.
OR
A Bachelor's degree and an A.L.A. (Associate of the Library Association) from a Commonwealth country, plus five years of full-time employment directly related to the program instructional areas.

Nutrition and Food Service Management
Bachelor's degree in Dietetics from an accredited university
AND
Full registrant status with the College of Dietitians of British Columbia
AND

Five years full-time work experience in the industrial, commercial, or institutional fields directly related to the program instructional areas.

Professional Photography

A Certificate in Professional Photography which contains at least 8 months of full-time instruction, plus ten years practical experience directly related to photography, plus evidence of membership in one of: the Canadian Association of Professional Image Creators, Professional Photographers of Canada, Professional Photographers of America or New Photographers Association of Canada.

OR

Master of Photography Arts from either the Professional Photographers of America or the Professional Photographers of Canada and six years of full-time work experience closely related to the program instructional areas.

OR

Fellow of the Royal Photographers Society and six years of full-time work experience closely related to the to the program instructional areas.

OR

Completion of a two-year Diploma in Photography combined with four years of full-time work experience closely related to the program instructional areas.

NOTE: Three years of work experience is acceptable if the candidate has a three-year diploma.

OR

A Bachelor's degree with appropriate major (Photography) and a two-year Diploma in Photography.

Recreation Management

A Master's degree in a Recreation field and an undergraduate degree;

OR

A Master's degree in a related area is acceptable if combined with an undergraduate degree in recreation, leisure studies, or equivalent.

AND

Five years full-time work experience directly related to the subject areas.

Theatre Arts
Theatre Arts Production, Theatre Arts Acting, Film Arts
<p>Bachelor's degree plus five years of practical professional experience as any of the following: actor, director, dancer, designer, choreographer, vocal coach, musical director, playwright, movement specialist, stage and/or production manager, film director, first assistant director, screenwriter, picture editor, sound designer, film actor, production designer, art director, film producer, sound designer, film composer, cinematographer (DOP), and evidence of senior membership in an appropriate union or recognized professional association (where applicable) such as Equity, ACTRA, SAG, ADC, VASTA, the American Federation of Musicians, DGC, WGC, UBCP, CFTPA, ACFC, IATSE, etc.;</p> <p>OR</p>
<p>A Bachelor's degree plus one year of additional conservatory-style training and/or an apprenticeship with a recognized master teacher and three years of practical professional experience as any one of the following; actor, director, dancer, designer, choreographer, vocal coach, musical director, playwright, movement specialist, stage and/or production manager, film director, first assistant director, screenwriter, picture editor, sound designer, film actor, production designer, art director, film producer, sound designer, film composer, cinematographer (DOP), and evidence of senior membership in an appropriate union or recognized professional association (where applicable) such as Equity, ACTRA, SAG, ADC, VASTA, the American Federation of Musicians, DGC, WGC, UBCP, CFTPA, ACFC, IATSE, etc.;</p> <p>OR</p>
<p>Ten years of practical professional experience as any one of the following: actor, director, dancer, designer, choreographer, vocal coach, musical director, playwright, movement specialist, stage and/or production manager, film director, first assistant director, screenwriter, picture editor, sound designer, film actor, production designer, art director, film producer, sound designer, film composer, cinematographer (DOP), and evidence of senior membership in an appropriate union or recognized professional association (where applicable) such as Equity, ACTRA, SAG, ADC, VASTA, the American Federation of Musicians, DGC, WGC, UBCP, CFTPA, ACFC, IATSE, etc.;</p> <p>OR</p>
<p>Completion of a recognized professional theatre or film training program plus five years of practical professional experience as one of the following: actor, director, dancer, designer, choreographer, vocal coach, musical director, playwright, movement specialist, stage and/or production manager, film director, first assistant director, screenwriter, picture editor, sound designer, film actor, production designer, art director, film producer, sound designer, film composer, cinematographer (DOP), and evidence of senior membership in an appropriate union or recognized professional association (where applicable) such as Equity, ACTRA, SAG, ADC, VASTA, the American Federation of Musicians, DGC, WGC, UBCP, CFTPA, ACFC, IATSE, etc.</p>

Web and Mobile App Design and Development Program
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A Bachelor's degree appropriate to the program plus five years of full-time employment directly related to the web and mobile design and development industry;
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OR

Certification from a recognized institution or institutions in one or more related disciplines – e.g. UI/UX, digital graphic design, web/mobile application development – plus recent full-time employment in an area directly related to the web and mobile design and development industry to a total of ten full-time equivalent years;
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OR

Ten years of recent full-time employment in an area directly related to the web and mobile design and development industry.
