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**Board Policy**  
Chapter 7 – Human Resources

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**BP 7210 ACADEMIC EMPLOYEES****References:**

Education Code Sections 22724, 87400 et seq., 87419.1, 87482.8, 87483, and 87600 et seq.;  
Title 5 Section 51025;  
Master Agreement | LBCCFA - Long Beach City College Faculty Association

Academic employees are all persons employed by the District in academic positions. Academic positions include every type of service, other than paraprofessional service, for which minimum qualifications have been established by the Board of Governors for the California Community Colleges.

Faculty members are those employees who are employed by the District in academic positions that are not designated as supervisory or management. Faculty employees include, but are not limited to, instructors, instructional specialists, librarians, counselors, and professionals in DSPS, and EOPS.

Decisions regarding tenure of faculty shall be made in accordance with the requirements of the Education Code and pursuant to the evaluation procedures established for probationary faculty in the LBCCFA collective bargaining agreement. The Board reserves the right to determine whether a faculty member shall be granted tenure.

The District may employ temporary faculty from time to time as required by the interests of the District. Temporary faculty may be employed full-time or part-time. The Board delegates authority to the Superintendent-President to determine the extent of the District's needs for temporary faculty.

Notwithstanding this policy, the District shall comply with its goals under the Education Code regarding the ratio of full-time to part-time faculty to be employed by it and for making progress toward the standard of 75% of total faculty work load hours taught by full-time faculty.

**Professional Titles**

The Board of Trustees will authorize the professional titles of Assistant Professor, Associate Professor, and Professor to qualified full-time tenure track faculty.

The title of Instructor shall be used for all part-time faculty members.

Also see BP/AP 3050 Institutional Code of Ethics; BP/AP 3410 Nondiscrimination; BP/AP 3420 Equal Employment Opportunity; BP/AP 7120 Recruitment and Hiring; AP 7210 Academic Employees; AP 7211 Faculty Service Areas, Minimum Qualifications, and Equivalencies; and AP 7212 Temporary Faculty.

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**Revised:** October 22, 1991 (*BP 3028*); August 24, 2010 (*BP 3027*); May 22, 2019 (*BP 3028*); July 9, 2025  
(*Replaces former LBCC BPs 3027 and 3028*)