

## GENERAL

This policy is established in order to ensure compliance with V.T.C.A. Education Code, Section 51.917.

### 1. PROCEDURES

- 1.01 Individuals interviewed for an instructional position at SHSU will be evaluated prior to being hired, to ensure that they possess effective oral and written communication skills in the English language.
- 1.02 Each written recommendation for the employment of instructional personnel will bear the following endorsement from the appropriate academic dean: “I certify that this candidate’s English language proficiency has been evaluated as to his/her English oral and written language proficiency and is qualified to fill this position vacancy.”
- 1.03 When it is determined by the chair or dean that there is a concern with the faculty member’s oral and/or written English, as evidenced by faculty and/or student comments, the faculty member will be required to take a Test of Spoken English or a similar test approved by the Board at the faculty member’s expense.
- 1.04 If a chair or dean concludes that a faculty member’s teaching effectiveness is seriously diminished by English language deficiencies, the dean or chair shall require the faculty member to take a personalized short course or developmental program to remediate those deficiencies. The faculty member shall continue such instruction until proficiency is achieved as measured by the Test of Spoken English or a similar test approved by the Board.
- 1.05 Refusal by the faculty member to participate in any English language competency assessment, reassessment, and/or a prescribed tutorial program, may result in loss of teaching credit-bearing courses or dismissal from employment with the University.

APPROVED: \_\_\_\_\_ < signed > \_\_\_\_\_  
Dana G. Hoyt, President

DATED: \_\_\_\_\_ 4/4/19 \_\_\_\_\_

**CERTIFICATION STATEMENT**

This academic policy statement (APS) has been approved by the reviewer(s) listed below and represents SHSU's Division of Academic Affairs' policy from the date of this document until superseded.

Original:	December 14, 1987	Review Cycle:	Five years*
Reviewer(s):	Council of Academic Deans Faculty Senate Academic Affairs Council	Review Date:	Spring 2021

Approved:	<u>          &lt; signed &gt;          </u>	Date:	<u>          4/5/19          </u>
	Richard Eglsaer Provost and Vice President for Academic Affairs		

\*Effective January 2018, Academic Policy Statements will be reviewed on a rotating 5-year schedule. To transition to a distributed review load, some policies may be reviewed prior to the 5-year timeframe, with subsequent reviews transitioning to the 5-year schedule.