



Revision Responsibility: Vice President for Academic Affairs
Responsible Executive Officer: Vice President for Academic Affairs

Source/Reference: [TBR Policy 5:02:01:03](#)

PURPOSE

To ensure all faculty are proficient in oral and written English as conditions of employment.

POLICY

- I. All faculty will have the ability to communicate effectively in English as indicated by the following minimum standards:
 - A. An ability to speak and write English clearly;
 - B. An ability to understand spoken and written English; and
 - C. An ability to communicate effectively in an academic environment.
- II. Columbia State Community College does not discriminate on the basis of race or national origin. Therefore, this policy will be implemented in such a way as to evaluate proficiency without arbitrarily disqualifying applicants of any ethnic background or nationality.
 - A. For full-time faculty, the faculty selection committee will evaluate oral and written proficiency in English as part of the selection process.
 - B. For part-time faculty, the division dean or designee will evaluate oral and written proficiency in English as part of the selection process.
 - C. Only faculty demonstrating the proficiencies listed under Policy, Section I will be submitted by the search committee or division dean for employment. Approval of a candidate by the vice president for academic affairs will constitute written certification of the proficiencies.

Revised August 2019