



**POLICY 06:01:10
FACULTY PROFICIENCY IN
ORAL AND WRITTEN ENGLISH**

I. Purpose

Pellissippi State recognizes that the ability to communicate effectively is an essential skill necessary for all academic personnel to perform successfully in the classroom.

II. Policy

In accordance with TBR policy 5:02:01:03, Pellissippi State ensures all faculty members are proficient in oral and written English.

Through the application and interview process, candidates for all faculty positions shall demonstrate the following:

- A. An ability to speak and write English clearly,
- B. An ability to understand written and spoken English,
- C. An ability to communicate effectively in an academic environment.

For full-time tenure track faculty positions, the chief academic officer reviews the written application materials, interviews, and recommends candidates. The chief academic officer certifies in writing that the selected candidate is proficient in written and spoken English and that the candidate can communicate effectively in an academic environment.

For adjunct or temporary full-time faculty positions, academic department deans, assistant deans, discipline chairs, or program coordinators review the written application materials, interview, and recommend candidates. The academic department dean or designee certifies in writing that the selected candidate is proficient in written and spoken English and can communicate effectively in an academic environment.

The criteria are to be used strictly as a measure of the candidate's ability to communicate effectively as an instructor and will not be used arbitrarily to disqualify applicants of certain nationalities.

Approved: President Allen G. Edwards, February 25, 2002

Reviewed/Recommended: President's Staff, April 2, 2007

Approved: President Allen G. Edwards, April 2, 2007

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Approved: President L. Anthony Wise Jr., March 31, 2014

Reviewed/Recommended: President's Council, August 10, 2020

Approved: President L. Anthony Wise, Jr., August 10, 2020