Policies of the University of North Texas Health Science Center	Chapter 6 Faculty Affairs
06.107 Faculty Competence in English Communication	

Policy Statement.

In accordance with Section 51.917 of the Texas Education Code, the University of North Texas Health Science Center at Fort Worth has established a program to ensure that all teaching is carried out in the English language.

This program consists of two parts: (1) an assessment of all existing teaching faculty members to ensure that each is capable of adequate communication skills in English and incorporation of such a review process into hiring procedures for all new teaching faculty members; and (2) providing assistance to teaching faculty members who are determined not to be proficient in the use of English.

The procedures in this policy are designed to ensure that all teaching is carried out by teaching faculty members who are competent in the use of English.

Application of Policy.

All Teaching Faculty Members

Definitions.

1. Teaching Faculty Members. "Teaching faculty members" means a person who teaches a course offered for academic credit at UNTHSC, including teaching assistants, instructors, lab assistants, research assistants, lecturers, assistant professors, associate professors, and full professors.

2. Primary Language. This is defined as a person's native language or the language that a person has spoken from earliest childhood.

Procedures and Responsibilities.

Identification

1. All existing teaching faculty members will be asked to attest that English is their primary language or to identify their primary language if it is not English. This can be accomplished by Department Chairs asking all current teaching faculty to complete the UNTHSC Primary Language Attestation Form and then submitting a list of faculty that identifies the primary language of each person. Those whose primary English language competence is thus

certified would be required to take no further action. Those for whom English is not a primary language will be required to participate in the second phase – language assessment.

Responsible Party: Department Chair

2. Prospective teaching faculty will, at an appropriate time in the employment process, be asked to certify that their primary language is English or, if it is not, to identify their primary language. The same UNTHSC Primary Language Attestation Form would be completed by the prospective teaching personnel. Those whose primary language is not English will be required to participate in the second phase, language assessment, before employment commences.

Responsible Party: Department Chair

Language Assessment

1. The primary means of assessment of language competency for teaching is the Test of Spoken English (TSE) or the SPEAK Test (the institutional version of the TSE). A score of 220 on this test will be considered adequate.

Responsible Party: Department Chair

2. The Provost may approve alternate but equivalent means of assessment whenever necessary or appropriate.

Responsible Party: Department Chair

3. As a result of the assessment of language competence, individuals may be required to participate in a program of language assistance as a condition of employment in any teaching capacity.

Responsible Party: Department Chair

Program of Language Assistance

1. Any teaching faculty members determined to require additional skills in English will participate in the International Teaching Assistants/Teaching Fellows (ITA/TF) Training Program offered through the Intensive English Language Institute (IELI) conducted at the University of North Texas or an equivalent course.

Responsible Party: Faculty Member

2. Prospective teaching faculty should complete the language assistance course before employment commences. The requirement of participation and completion of the course prior to beginning employment may be negotiated

through mutual agreement by the faculty candidate and the Chair with written approval by the Dean and Provost in appropriate situations. An example of an appropriate situation is when the prospective faculty member will start in September but will not commence teaching until the following January, which allows time for the course to be completed between September and January.

Responsible Party: Department Chair

3. The costs of the English assistance course will be paid by the faculty member required to participate.

Responsible Party: Faculty Member

References and Cross-references.

Texas Education Code – Section 51.917; Faculty Members, Use of English
http://law.onecle.com/texas/education/51.917.00.html

For information regarding the program for English language proficiency at UNT Denton contact The International Teaching Assistants/Teaching Fellow (ITA/TF) Program at
http://www.international.unt.edu/index.php?option=com_content&view=article&id=197:itatf-training-program&catid=106&Itemid=601

UNT International: http://international.unt.edu/

Forms and Tools.

UNTHSC Primary Language Attestation Form

Approved: June 1996

Effective: June 1996

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