

D.2.3.3 (Procedure) Faculty Members' Use of English

Responsible Department: Human Resources

Based on Board Policy: [D.2.3](#) - Qualifications

Approved: 4-28-09

Last Amended: 1-13-10

Reviewed: 6-4-13

All faculty members shall complete and submit a statement identifying their primary language to their immediate supervisor for inclusion in the faculty member's Human Resources file.

Each instructional faculty member whose primary language is not English and does not have a record of a satisfactory score on the "Test of Spoken English" of the Educational Testing Service shall be required to take the test before the end of the semester in which the faculty member is hired.

Any instructional faculty member who fails to achieve a satisfactory score on the test shall be required to take Speech 1371, Voice and Diction for Nonnative Speakers. This course is specifically designed to enhance the oral competency of nonnative English speakers. The focus is on dialect deletion and on pronunciation. The faculty member shall continue to participate in the course until he/she achieves a satisfactory score on the "Test of Spoken English."