

PURPOSE

Nashville State Community College (“College”) and the Tennessee Board of Regents (“TBR”) recognize that the ability to communicate effectively is an essential skill necessary for all academic personnel to perform successfully at the College.

DEFINITIONS

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) – the regional accrediting body that accredits the community colleges in the TBR system.

POLICY/GUIDELINE

- I. Policy
 - A. Pursuant to Senate Joint Resolution 211 adopted by the 1984 General Assembly and to the accreditation standards of SACSCOC, all TBR institutions shall ensure that all faculty at Board of Regents institutions are proficient in oral and written English.

At a minimum, candidates shall demonstrate:

- An ability to speak and write English clearly
 - An ability to understand written and spoken English
 - An ability to communicate effectively in an academic environment
- B. No individual shall be appointed to a teaching position or recommended for tenure in such a position on any campus or other institutional unit of an institution unless the community college chief academic officer has certified that such individual can communicate effectively with students in the English language. For new faculty appointments, academic hiring authorities shall complete the Faculty Academic Qualifications Checklist/Certification of Proficiency in English form as part of the College’s pre-hire recruiting and selection procedures. For faculty being recommended for tenure, the chief academic officer will certify the faculty member’s proficiency as part of the tenure application/approval process.
 - C. The foregoing criteria are to be used strictly as a measure of a candidate's ability to communicate effectively as an instructor and shall not be utilized to arbitrarily disqualify applicants of certain nationalities.
 - D. The intent of Nashville State Community College is to comply with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) and prohibits discrimination against a qualified individual with disabilities.
 - E. The College supports assisting currently employed teaching personnel with improving their written and spoken English competency if those personnel are identified as needing such assistance.

SOURCES

T.C.A. § 49-8-203; All Federal, state, and regional statutes, codes, and rules referenced in this policy.

RELATED POLICIES

TBR Policy 5.02.01.03

Approved by President's Cabinet 1/24/22