

SPOKEN ENGLISH LANGUAGE COMPETENCY VERIFICATION FOR PROSPECTIVE FACULTY*

University of Kansas, Lawrence

Kansas Board of Regents policy on Spoken English Competency of Faculty and Graduate Teaching Assistants states that all prospective faculty members of state universities, except visiting professors on exchange for one year or less, must have their spoken English competency assessed prior to employment through interviews with not fewer than three institutional personnel, one of whom shall be a student. Faculty shall include all full-time or part-time personnel having classroom or laboratory instructional responsibilities and/or direct tutorial or advisement contact, other than for courses or sessions conducted primarily in a foreign language. An oral interview shall be conducted either face to face or by mediated means.

To be eligible for an appointment without spoken English language remediation, prospective faculty found to be potentially deficient in speaking ability shall be required to achieve a minimum score of 50 on the Speaking Proficiency English Assessment Kit (SPEAK), or equivalent, such as a minimum score of 22 on the spoken English section of the Internet Based TOEFL (iBT), or a minimum score of 8 on the spoken English section of the International English Language Testing System (IELTS). Prospective faculty members unable to demonstrate spoken English competency through face-to-face interview or examination may not be offered an appointment unless the Provost agrees to a specific waiver. This waiver must be approved before an appointment is offered.

Please indicate below those persons involved in the interviews of the prospective faculty member and their University roles, e.g., faculty, staff, or student.

NAME	UNIVERSITY ROLE
_____	_____
_____	_____
_____	_____

I certify that the procedure above has been followed and _____ has been found to meet the University's criteria for spoken English language competency.

Signature of unit or department head

*This form is intended for use with prospective faculty whose first language is not English and must be submitted with the Approval for Written Offer Form.

The complete Board of Regents policy is available at: <http://policy.ku.edu/KBOR/spoken-english-competency-BOR-policy>.