UIUC Policy Statement
Regarding the Employment of Non-Native English Speaking Faculty Members

CRITERIA

The UIUC policy for ensuring the English oral proficiency of all faculty and academic staff members, other than teaching assistants, is set forth so that UIUC is in compliance with State of Illinois Law 1516. The intent of this policy is to ensure that all instructors are adequately proficient in oral English before they are given instructional responsibilities. The classification of "non-native English speakers" refers to any individual for whom English is not the native tongue, regardless of the country of origin (including the United States). Included in this classification are individuals from countries in which English is commonly spoken, such as India, France, Italy, etc. This policy applies to all individuals who supply classroom instruction.

Pre-employment Evaluation: Before hiring, academic unit heads/chairs must certify that non-native English speaking instructors (with rank of assistant, associate, or full professor, visiting professor, teaching associate, or instructor) indicating that the person is orally proficient in English. This form must be completed for each new faculty member and retained by the department. The basis for determining oral English proficiency can be accomplished in a number of ways, e.g., formal interviews, assessment of candidates by colleagues within the academic unit, and public presentations.

Continuing evaluation: Academic unit heads/chairs are strongly encouraged to collect information about the oral proficiency in English of any non-native English speaking instructor. They are also encouraged to discuss any problems which may arise regarding this issue with the person providing the instruction. Consultative assistance can be obtained from the Office of Instructional Resources and the Division of English as an International Language.