

POLICY MEMORANDUM

No. II-61

Faculty Proficiency in English

Missouri University of Science and Technology's (Missouri S&T) mission requires faculty members that are exceptionally proficient in teaching. This policy memorandum is intended to give official status to practices currently in place which assure that Missouri S&T faculty have the communications tools, technical competence, interest in teaching and other attributes which are required to effectively educate students at Missouri S&T.

- I. Prior to approval for an on-campus interview for a faculty position, the provost or designee will certify in writing that an evaluation of the candidate's ability to communicate effectively in English has been satisfactorily completed.
- II. Any recommendation for a faculty appointment will include a specific evaluation of the candidates interest and ability in teaching and of the candidate's ability to communicate effectively with Missouri S&T students.
- III. During the orientation sessions for freshmen and transfer students, the processes available to Missouri S&T students for dealing with concerns about faculty communication in the classroom and/or other teaching problems will be clearly explained. Each department will post departmental policy concerning the process available for students to resolve conflicts with their teachers. Those processes will include a method whereby messages can be given to the faculty member in question and/or department chairs without disclosing the identity of the complainant.
- IV. Department chairs and provost will regularly evaluate faculty performance on questions on the student satisfaction with teaching evaluation relating to communication. The provost and department chairs are responsible for taking appropriate action to provide remedies in situations where teaching or communication skills of the faculty member are deemed to be inadequate.
- V. The faculty will be regularly informed concerning the availability of support for those seeking assistance in improving their communications and/or teaching skills.

The elements of this Policy Memorandum will provide documentation for procedures that have been, in general, applied for many years.

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Provost

BASIS: [University of Missouri System Collected Rules and Regulations, Section 330.090](#), Faculty Senate and Chancellor



John F. Carney III
Chancellor