

**UNIVERSITY OF SOUTH ALABAMA  
ENGLISH LANGUAGE PROFICIENCY REQUIREMENT  
FOR TEACHING PERSONNEL  
POLICY**

1. The Chairperson and Dean must certify in writing to the Senior Vice President for Academic Affairs that each individual appointed to a teaching position at the University of South Alabama can communicate effectively with students in the English language. This policy takes effect on November 15, 2002.
2. The Department of English as a Second Language, as appropriate, will provide assistance in improving the spoken English competency of currently employed teaching personnel (teaching faculty employed prior to November 15, 2002) who are identified as needing such assistance.